



Information and Technology for Better Decision Making

October 2003 Status of Forces Survey of DoD Civilians

Tabulations of Responses

Additional copies of this report may be obtained from:

Defense Technical Information Center

ATTN: DTIC-BRR

8725 John J. Kingman Rd., Suite #0944

Ft. Belvoir, VA 22060-6218

Or from:

<http://www.dtic.mil/dtic/order.html>

Ask for report by ADA ### ##

**OCTOBER 2003 STATUS OF FORCES SURVEY
OF DoD CIVILIANS:
TABULATIONS OF RESPONSES**

**Defense Manpower Data Center
Survey & Program Evaluation Division
1600 Wilson Boulevard, Suite 400, Arlington, VA 22209-2593**

Acknowledgments

Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the *October 2003 Status of Forces Survey (SOFS) of DoD Civilians*, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). The SOFS program is conducted under the leadership of Anita Lancaster, Assistant Director for Program Management, and Timothy Elig, Chief of the Survey and Program Evaluation Division.

Policy officials contributing to the development of this survey included: Ellen Tunstall, Civilian Personnel Policy; and Lizanne Stewman, John Ehrbar, Billy Speed, Frank Hushek, and Teresa Dunnington, Civilian Personnel Management Service.

DMDC's Program Evaluation Branch, under the guidance of Eric Wetzel, Branch Chief, is responsible for the development of questionnaires used in the SOFS program. The lead developer on this survey was Marcus Strother.

DMDC's Survey Technology Branch, under the guidance of James Caplan, Branch Chief, is responsible for data collection and preparation for the SOFS program. The lead analyst on this survey was Sally Mohamed from Systems Research and Applications International (SRA), Inc., who was supported by Julisara Matthew, a Consortium Research Fellow. Data Recognition Corporation (DRC) performed data collection and editing.

DMDC's Personnel Survey Branch, under the guidance of Barbara Jane George, Branch Chief, is responsible for sampling and weighting methods used in the SOFS program. Richard Riemer standardized the sampling and weighting methods that allow repeated surveys of DoD civilians. Kent Kroeger applied those methods to this survey. The sample design was optimized using software developed for DMDC by RTI International. Bob Hamilton, Chief of DMDC's Programming Branch, and Carole Massey and Susan Reinhold, from his staff, provided programming support for the sampling and weighting tasks.

Mary Padilla and others from SRA created the Survey Reporting Tool that formatted and assembled this tabulation volume from analyses produced by SAS® macros developed by Richard Reimer from the Personnel Survey Branch. Deepika Batra from SRA and Regan Klein a Consortium Research Fellow completed quality control for this tabulation volume.

Table of Contents

| | <u>Page</u> |
|---------------------------------|-------------|
| Introduction to the Survey..... | 1 |
| Survey Methodology..... | 8 |
| Tabulation Procedures | 8 |
| References | 10 |
| Tabulations of Responses | 13 |
| Survey Instrument | 371 |

List of Tabulations by Question Number

| <u>Question</u> | <u>Page</u> |
|---|-------------|
| 1. For which DoD component did you work on October 14, 2003?..... | 14 |
| 2. Do you work for the Navy or Marine Corps? | 16 |

BACKGROUND INFORMATION

| | |
|---|----|
| 3. Are you {a permanent employee} {a non-permanent employee}? | 18 |
| 4. What is your current pay plan? | 20 |
| 5. Current Pay Plan/Grade: Constructed from Questions 4-10..... | 22 |
| 12. Are you {Male} {Female}?..... | 24 |
| 13. Are you Spanish/Hispanic/Latino? | 26 |
| 14. What is your race?..... | 28 |
| 15. In total, how many years of service have you completed with the Federal government?..... | 30 |
| 16. In total, how many years of service have you completed with the Department of Defense?..... | 32 |
| 17. On your last birthday, how old were you? | 34 |
| 18. What is the highest degree or level of school that you have completed? | 36 |
| 19. What is your retirement plan? | 38 |
| 21. Which of the following best describes your retirement eligibility? | 40 |
| 22. Which of the following best describes your disability status?..... | 42 |
| 23. What is your veteran status? | 44 |
| 24. Are you eligible for a veteran preference? | 46 |

| | | |
|-----|---|----|
| 25. | What is your bargaining unit status? | 48 |
| 26. | Are you eligible to join a bargaining unit (union) at work? | 50 |
| 27. | What is your supervisory status? | 52 |
| 28. | Where do you work? | 54 |
| 29. | In which locality pay area do you work? | 56 |

OVERALL SATISFACTION AND RETENTION

| | | |
|-----|--|----|
| 30. | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization? | 58 |
| a. | Your total compensation (i.e., pay, incentives, and bonuses)..... | 58 |
| b. | The type of work you do | 60 |
| c. | Your opportunities for promotion | 62 |
| d. | The quality of your coworkers..... | 64 |
| e. | The quality of your supervisor | 66 |
| 31. | Overall, how satisfied are you with working for your organization? | 68 |
| 32. | Suppose that you have to decide whether to continue to work for your organization. If you had to make this decision, how likely is it that you would choose to stay? | 70 |

TEMPO, READINESS, AND STRESS

| | | |
|-----|--|----|
| 33. | Have you ever relocated (i.e., changed geographic locations) as a result of your working for the Federal Government? | 72 |
| 34. | How many years has it been since you last relocated for work-related reasons? | 74 |
| 35. | In the past 12 months, how many days have you had to work longer than your normal duty day (i.e., overtime)? | 76 |
| 36. | In the past 12 months, how many days have you been away from your permanent work location overnight because of your work related requirements? | 78 |
| 37. | In the past 12 months, have you spent more or less time away from your permanent work location than you expected when you first started working for your organization? | 80 |
| 38. | What impact has time away (or lack thereof) from your permanent work location in the past 12 months had on your career intentions with your organization? | 82 |
| 39. | Overall, how well prepared are you to perform your duties in support of your organization's mission? | 84 |

| | | |
|-----|---|-----|
| 41. | Overall, how well prepared is your organization to perform its mission? | 86 |
| 43. | Overall, how would you rate the current level of stress in your work life? | 88 |
| 44. | Overall, how would you rate the current level of stress in your personal life? | 90 |
| 45. | To what extent have the following created stress in your life in the past 12 months? | 92 |
| a. | Deployment | 92 |
| b. | Work and career (e.g., hours, coworkers, change, supervisors) | 94 |
| c. | Finances (yours and your family's) | 96 |
| d. | Health (yours and your family's) | 98 |
| e. | Life events (e.g., birth of a child, getting engaged or married, getting divorced, death of a close relative) | 100 |
| f. | Relationship with your spouse or significant other | 102 |
| g. | Relationship with your children or other family members | 104 |
| h. | Crime in your community | 106 |
| i. | Natural disasters (e.g., fires, floods, storms, earthquakes) | 108 |
| j. | Terrorism, to include the threat of terrorism | 110 |
| k. | War or hostilities to include the threat of war | 112 |

DETAILED SATISFACTION WITH YOUR ORGANIZATION

| | | |
|-----|--|-----|
| 46. | At the present time, how satisfied are you with each of the following aspects of your organization? | 114 |
| a. | Your organization's mission and goals | 114 |
| b. | Your organization's performance management system | 116 |
| c. | Your organization's efficiency and effectiveness levels | 118 |
| d. | Your organization's system for keeping people informed | 120 |
| e. | Your organization's culture (work ethics and values) | 122 |
| f. | Your organization's ability to recruit and retain people with the right skills | 124 |
| g. | Your organization's application of merit system principles (e.g., recruit, select, and advance on merit and fair and open competition) | 126 |
| h. | The geographic location of your worksite | 128 |
| 47. | Overall, how satisfied are you with your organization? | 130 |

DETAILED JOB SATISFACTION

| | | |
|-----|---|-----|
| 48. | At the present time, how satisfied are you with each of the following aspects of your job?..... | 132 |
| a. | The recognition you receive for doing a good job..... | 132 |
| b. | Your opportunities for training and development..... | 134 |
| c. | Your opportunities for advancement..... | 136 |
| d. | Your involvement in decisions that affect your work..... | 138 |
| e. | Your workload..... | 140 |
| f. | Your physical work environment..... | 142 |
| g. | Your social work environment (e.g., relationship with coworkers, team members, supervisor)..... | 144 |
| 49. | Overall, how satisfied are you with your job?..... | 146 |

DETAILED SATISFACTION WITH PAY AND BENEFITS

| | | |
|-----|---|-----|
| 50. | At the present time, how satisfied are you with each of the following aspects of your pay and benefits? | 148 |
| a. | Basic pay..... | 148 |
| b. | Locality pay | 150 |
| c. | Special pays (e.g., incentives, bonuses, etc.)..... | 152 |
| d. | Cost of living increases..... | 154 |
| e. | Retirement benefits | 156 |
| f. | Thrift Savings Plan (TSP)..... | 158 |
| g. | Annual leave..... | 160 |
| h. | Sick leave | 162 |
| i. | Health insurance..... | 164 |
| j. | Life insurance | 166 |
| k. | Long-term care insurance..... | 168 |
| 51. | Overall, how satisfied are you with your pay and benefits? | 170 |
| 52. | How much do you agree or disagree with the following statements about your pay and benefits?..... | 172 |
| a. | My pay is as good or better than the pay in non-federal organizations for the same type/level of work..... | 172 |
| b. | My benefits are as good or better than the benefits in non-federal organizations for the same type/level of work..... | 174 |

SATISFACTION WITH QUALITY OF WORK LIFE AND FAMILY PROGRAMS

| | | |
|-----|---|-----|
| 53. | During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization? | 176 |
| a. | Telework or telecommuting programs | 176 |
| b. | Alternate-work-schedules (e.g., compressed schedule, flexible schedule)..... | 178 |
| c. | Child care subsidies | 180 |
| d. | Transportation subsidies | 182 |
| e. | Employee assistance programs | 184 |
| f. | Support groups..... | 186 |
| g. | Health and wellness programs | 188 |
| h. | Elder care programs..... | 190 |
| 54. | Are you in your organization's eligible pool to telework or telecommute? | 192 |
| 55. | If you wanted to be included in your organization's eligible pool to telework or telecommute, could you? | 194 |
| 56. | Mark your level of satisfaction with telework or telecommuting programs. | 196 |
| 57. | Mark your level of satisfaction with alternate-work-schedules. | 198 |
| 58. | Mark your level of satisfaction with child care subsidies. | 200 |
| 59. | Mark your level of satisfaction with transportation subsidies. | 202 |
| 60. | Mark your level of satisfaction with employee assistance programs..... | 204 |
| 61. | Mark your level of satisfaction with support groups. | 206 |
| 62. | Mark your level of satisfaction with health and wellness programs..... | 208 |
| 63. | Mark your level of satisfaction with elder care programs. | 210 |
| 64. | How satisfied are you with each of the following in your organization? | 212 |
| a. | Management's support of quality of work life programs such as telework and alternate-work-schedules | 212 |
| b. | Your supervisor's support of your need to be able to balance work and family issues..... | 214 |
| c. | Overall family flexible programs offered by your organization | 216 |
| 65. | How much do you agree or disagree with the following statements about your worksite?..... | 218 |
| a. | Physical conditions (i.e., noise level, temperature, lighting, cleanliness) in the workplace allow employees to perform their jobs well | 218 |
| b. | People in my workplace are protected from health and safety hazards .. | 220 |

- c. My worksite/facility is well protected against outside threats to security.. 222
- 66. How satisfied are you with the overall quality of your worksite?224

PERSONNEL SERVICES

- 67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?226
 - a. Availability of personnel services for your work location..... 226
 - b. Quality of personnel services for your work location (e.g., timeliness and completeness of response, usefulness of information, and helpfulness of staff) 228
 - c. Availability of personnel services at a centralized location (away from your worksite) 230
 - d. Quality of personnel services from a centralized location..... 232
 - e. Availability of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc..... 234
 - f. Quality of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc..... 236
- 68. Overall, how satisfied are you with the personnel services you receive?.....238

STRATEGIC ALIGNMENT AND COMPETENCIES

- 69. How much do you agree or disagree with the following statements about your work unit?240
 - a. In my work unit, human resources strategies are targeted to achieve the organization's missions and objectives..... 240
 - b. Managers review and evaluate the organization's progress toward meeting its goals and objectives..... 242
 - c. Products and services in my work unit are improved based on customer/public input..... 244
 - d. I am kept informed about changes in personnel policies and employee benefits 246
 - e. I know how my work relates to the organization's missions and goals 248
 - f. Information collected on my work unit's performance is used to improve my work unit's performance 250
 - g. The workforce has the job-relevant knowledge and skills to accomplish organizational goals..... 252
 - h. The skill level in my work unit has improved in the past year 254
 - i. My supervisor supports my need to balance work and family issues 256

| | |
|--|-----|
| j. My workload is reasonable | 258 |
| k. My talents are used well in the workplace | 260 |
| l. This is a friendly place to work | 262 |
| m. I recommend my organization as a good place to work | 264 |
| n. I have sufficient resources (e.g., people, materials, budget, etc.) to get my job done..... | 266 |
| o. My work unit is able to recruit people with the right skills | 268 |
| p. Selections for promotions in my work unit are based on merit | 270 |

COMMITMENT AND CAREER INTENT

| | |
|---|-----|
| 70. How much do you agree or disagree with the following statements about working for your organization?..... | 272 |
| a. I feel like "part of the family" in my organization | 272 |
| b. My organization has a great deal of personal meaning to me | 274 |
| c. It would be too costly for me to leave my organization in the near future | 276 |
| d. I am afraid of what might happen if I quit my organization without having another job lined up | 278 |
| e. Too much of my life would be interrupted if I decided to leave my organization now | 280 |
| f. I feel a strong sense of belonging to my organization | 282 |
| g. I feel "emotionally attached" to my organization | 284 |
| h. One of the problems of leaving my organization would be the lack of available alternatives..... | 286 |
| 71. Before you retire or resign from the Federal government, how likely is it that you will...? | 288 |
| a. Leave your organization to take another job within the DoD | 288 |
| b. Leave to take another job in the Federal government outside of DoD..... | 290 |
| c. Leave the Federal government for a private sector job | 292 |
| d. Leave the Federal government for a job in state or local government..... | 294 |
| 72. In the next 5 years, how likely is it that you will...? | 296 |
| a. Leave your organization to take another job within the DoD | 296 |
| b. Leave to take another job in the Federal government outside of DoD..... | 298 |
| c. Leave the Federal government for a private sector job | 300 |
| d. Retire from Federal service | 302 |

| | | |
|-----|---|-----|
| 73. | In the coming year, do you plan to look for another job? | 304 |
| 74. | How important is each of the following as a reason for your plans to look for a new job? | 306 |
| a. | Personal reasons (e.g., location, family desires, commuting time)..... | 306 |
| b. | The work (e.g., use of skills and abilities, ability to work independently, level of stress) | 308 |
| c. | Working relationships (e.g., relationships with coworkers, supervisors, customers)..... | 310 |
| d. | Opportunities for advancement/recognition (e.g., training opportunities, performance awards, advancements) | 312 |
| e. | Better pay | 314 |
| f. | Job security | 316 |
| g. | Other | 318 |
| 75. | If you were offered a separation incentive, how likely is it that you would accept one at the present time?..... | 320 |
| 76. | Once you become optional eligible for retirement, how long do you plan to continue to work for the Federal government?..... | 322 |
| 77. | How long do you plan to continue to work for the Federal government? | 324 |
| 78. | Suppose a youth came to you for career advice. How likely is it that you would recommend...?..... | 326 |
| a. | Joining a military Service such as the Army, Navy, Marine Corps, Air Force, or Coast Guard | 326 |
| b. | Joining a Reserve component of the military such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve | 328 |
| c. | Working for the Federal government as a civilian employee | 330 |
| d. | Attending a four-year college or university | 332 |
| e. | Attending a trade, technical, vocational, or community college | 334 |
| f. | Getting a part-time job | 336 |
| g. | Getting a full-time job..... | 338 |

PERSONNEL ACTIONS

| | | |
|-----|--|-----|
| 79. | Over the last 2 years, how much of a problem has employee turnover been for your organization? | 340 |
| 80. | Has your organization hired any new employees in the last 2 years? | 342 |

| | | |
|-----|---|-----|
| 81. | In the last 2 years at your organization, where did most new hires come from (within the government or outside of the government)?..... | 344 |
| 82. | How would you rate the performance of employees hired in the last 2 years at your organization? | 346 |
| 83. | In the last 2 years, have you personally hired anyone to work for you?..... | 348 |
| 85. | For the position you filled most recently, which of the following types of applicants were referred to you?..... | 350 |
| 86. | How would you rate the quality of the applicants for this position? | 352 |
| 87. | From which type of applicant did you make your most recent selection? | 354 |
| 88. | How long did it take to fill this position (include all time between request for identification of need to when new hire started work)? | 356 |
| 89. | Overall, how satisfied were you with the process used in filling this position? | 358 |
| 90. | Have you ever had to separate an employee for conduct or performance?..... | 360 |
| 91. | The last time you had to separate an employee for conduct or performance, how long did it take (include all time between initially informing your superiors of the need to separate the employee and the employee's actual final departure date)? | 362 |

TAKING THE SURVEY

| | | |
|-----|---|-----|
| 92. | Where did you take this survey?..... | 364 |
| 93. | Which of the following computers did you use to take the survey?..... | 366 |
| 94. | Was a government computer available to take the survey? | 368 |

OCTOBER 2003 STATUS OF FORCES SURVEY OF DoD CIVILIANS: TABULATIONS OF RESPONSES

Introduction to the Survey

The *Human Resources Strategic Assessment Program* (HRSAP), located at Defense Manpower Data Center (DMDC), consists of both Web-based and paper-and-pencil surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness [USD(P&R)]. These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community—active, Reserve, and civilian employees—on a wide range of personnel issues. The Web-based survey program, known as the *Status of Forces Surveys* (SOFS), provides timely data on active, Reserve, and civilian members. There are nine Web surveys a year, with three cross-sectional samples of each population. The paper-and-pencil surveys are used to obtain data on sensitive topics (e.g., sexual harassment) and from populations who have limited Internet access (e.g., spouses of active and Reserve members).

This report contains tabulations of responses from the first SOFS Web survey of DoD civilians conducted September 25 to November 20, 2003. This introduction (1) summarizes the survey content, (2) defines the total population surveyed and the subgroups used in tabulations of responses, (3) summarizes the survey methodology,¹ and (4) provides details on how to use the tabulations. The tabulations and a copy of the survey items follow this introduction.²

Survey Content

The overarching topics for the *October 2003 Status of Forces Survey of DoD Civilians* were satisfaction and retention. The survey was subdivided into questions covering the following 11 areas:

1. *Background*—Component, status (permanent/non-permanent), pay plan and grade, gender, race/ethnicity, tenure, education, retirement eligibility, disability, veteran status, supervisor/manager, and location.
2. *Overall Satisfaction and Retention*—Satisfaction with global dimensions of the job, overall satisfaction, and likelihood to continue to work for the DoD.
3. *TEMPO, Readiness, and Stress*—Relocation, days worked overtime, time away from permanent duty station, the impact of time away on career intentions, individual and unit preparedness, level of stress in work and personal life.

¹ Details on survey methodology are reported by Kroeger and Riemer (In preparation).

² Refer to DMDC (In preparation) to view a screen-shot version of the survey as it appeared on the Web.

4. *Detailed Satisfaction With Your Organization*—Satisfaction with individual aspects of the organization, along with an overall assessment.
5. *Detailed Job Satisfaction*—Satisfaction with individual aspects of the job, along with an overall assessment.
6. *Detailed Satisfaction With Pay and Benefits*—Satisfaction with individual types of pay and benefits, along with an overall assessment and a perceived comparability to non-federal organizations.
7. *Satisfaction With Quality of Work Life and Family Programs*—Satisfaction with individual programs, management support for programs, and an overall assessment.
8. *Personnel Services*—Satisfaction with individual services, along with an overall assessment.
9. *Strategic Alignment and Competencies*—Level of agreement with a series of statements pertaining to work unit's strategic position.
10. *Commitment and Career Intent*—Level of commitment, along with details on career plans and willingness to recommend government/military service.
11. *Personnel Actions*—Details on hiring and terminating employees, to include length of time and level of satisfaction with the hiring process.

Population and Reporting Categories

The target population for all SOFS of DoD Civilians is defined as DoD appropriated fund civilian employees [including Senior Executive Service (SES)], to include employees of the Department of the Army, Department of the Navy (including employees working at Marine Corps locations), Department of the Air Force, and civilian employees working at all other DoD agencies and activities who have either full-time, part-time, or intermittent work schedules, with at least 6 months tenure at the time the questionnaire is first available on the Web.

Results are presented for the total population, and also for a variety of reporting categories. Respondents are assigned to reporting categories based on their answers to survey questions. If a respondent does not answer a question, data are imputed using the information, if available, in DMDC's Civilian Personnel Master Edit File. Exceptions to this procedure include those respondents assigned to groups within the *Supervisor/Manager* and *Veteran* reporting categories. These categories are determined solely by responses to survey questions, since personnel record data were not available to make specific distinctions. In addition, assignment to *Occupational Group* (see below) was done exclusively from personnel record data.

Survey results are tabulated by component, pay plan/grade, occupational group, supervisor/manager, schedule/location, type of appointment, bargaining unit,

disability, veteran/preference, retirement plan, retirement eligibility, length of service, age, gender, race/ethnicity, and education. Additional background information on reporting categories follow:

- *Component*—Groups include the three Military Departments, along with DoD Agencies.
- *Occupational Groups* —*Professional* are white collar occupations that require knowledge in a field of science or learning characteristically acquired through education or training equivalent to a bachelor's degree or higher with major study in a specialized field. *Administrative* are white collar occupations that involve the application of a substantial body of knowledge of principles, concepts, and practices applicable to one or more fields of administration or management. *Technical* are white collar occupations that involve work typically associated with and supportive of a professional or administrative field that involves extensive practical knowledge, gained through on-the-job experience and/or specific training less than that represented by college graduation. *Clerical* are white collar occupations that involve structured work in support of office, business, or fiscal operations; performed in accordance with established policies, or techniques; and requiring training, experience, or working knowledge related to the tasks to be performed. *Other White Collar* are white collar occupations that cannot be related to the above *Professional*, *Administrative*, *Technical*, or *Clerical* categories. *Blue Collar* occupations comprise the trades, crafts, and manual labor (unskilled, semiskilled, and skilled), including supervisory positions entailing trade, craft, or laboring experience and knowledge as the paramount requirements. *Scientist* and *Engineers* are specific occupations under the *Professional* category that are often of particular interest.
- *Pay Plan/Grade*—The subgroup of *White Collar Total* include General Schedule (GS) and related pay plans (e.g., General Manager [GM] and General Government [GG], and comparable pay bands), at grade levels *GS 1 to 4*, *GS 5 to 8*, *GS 9 to 12*, *GS/GM 13 to 15*, and *SES* pay plan. *Blue Collar Total* includes subgroups *Wage Grade (WG)*, *Wage Leader (WL)*, and *Wage Supervisor (WS)* at the *WG 1 to 5*, *WG 6 to 9*, *WG 10 to 15*, and *WS/WL 1 to 19* grade levels.
- *Supervisor/Manager*—*Supervisor* refers to first-line supervisors who do not supervise other supervisors; typically those who are responsible for employees' performance appraisals and approval of leave. *Manager* refers to those in management positions who typically supervise one or more supervisors. *Wage Leader* refers to those who lead three or more workers to (a) accomplish trades and labor work or (b) train them in the non-supervisory work of a trades and laboring occupation. *Wage Supervisor* refers to supervisors who exercise technical and administrative supervision over subordinate workers in accomplishing trades and labor work. *All Others* are persons who are not supervisors or managers.

- *Schedule/Location*—Work schedule is collapsed into two groups: *Full-Time* and *Other Than Full-Time*. *Other Than Full-Time* includes all persons with part-time and intermittent work schedules. Locations are defined as locality pay areas where respondents work. These are collapsed into *CONUS* (within the contiguous 48 states including the District of Columbia) and *OCONUS* (outside the contiguous 48 states).
- *Type of Appointment*—*Permanent* employees are those who have completed their probationary period for initial employment while *Non-Permanent* employees are still serving a probationary period.
- *Bargaining Unit*—*Not in Bargaining Unit* are employees who are not members of a collective bargaining group, while *In Bargaining Unit* are members of such groups.
- *Disability*—Disability status is collapsed into two groups: *Disability* and *No Disability*. Subgroups under *Disability* include *Targeted Disability* and *Other Disability*. Targeted disabilities are disabilities “targeted” for emphasis in affirmative action planning, such as deafness, blindness, missing extremities, etc. Other disabilities include disabilities that are not readily apparent, such as asthma, arthritis, chronic fatigue syndrome, etc.
- *Veteran/Preference*—While the *Veteran* and *Non-Veteran* groups are exclusive, a limited number of non-veterans will be included in the preference subgroups under *Veteran* due to their being eligible to receive a preference (e.g., widowed spouses of career military members who receive veteran’s preference based on spouse’s service).
- *Retirement Plan*—*CSRS* are employees who are enrolled in the Civil Service Retirement System, *FERS* are employees who are enrolled in Federal Employee Retirement System, and *Other Plan* includes all other employees.
- *Retirement Eligibility*—*Not Eligible* includes persons who are not yet eligible to retire. *Optional Eligible* includes persons who can retire under either FERS (if born before 1948) or CSRS, if they are: 1) 55-59 years of age and have at least 30 years of credible service, or 2) 60-61 years of age and have 20 years of credible service, or 3) 62 years of age or older and have at least 5 years of credible service. Under FERS law only, federal personnel born after 1948 can retire if they meet the minimum age requirements and have 10 or more years of credible service. Hazardous duty employees (i.e., fire fighters, law enforcers) can retire voluntarily at age 50 with 20 years of credible FERS or CSRS service. *Discontinued Service Eligible* includes persons who can retire under either FERS or CSRS if they are: 1) 50-54 years of age and have at least 20 years of credible service, or 2) 55-59 years of age and have between 20-29 years of credible service, or 3) 49 years of age or less and have at least 25 years of credible service.

- *Length of Service*—This category refers to length of service working for the Federal government. An individual's length of service is reported as falling into one of five categories.
- *Age*—This is the individual's age. An individual's age is reported as falling into one of five categories.
- *Gender*—This category is self-explanatory.
- *Race/Ethnicity*—Self-report questions are consistent with requirements of the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). *Total Minority* includes all persons marking one or more of the races other than White (even if they also marked White), and/or marking that they are Spanish/Hispanic/Latino. *Non-Hispanic Black* includes persons marking only Black or African American and not reporting being Spanish/Hispanic/Latino. *Hispanic* includes anyone reporting being Spanish/Hispanic/Latino, regardless of how they answered the question on race. *Non-Hispanic API* includes anyone reporting being Asian or Native Hawaiian/Other Pacific Islander on the race question and not reporting being Spanish/Hispanic/Latino.
- *Education*—The group *No College* includes anyone without some college credit. *Some College* includes those with some college credit, including a 2-year degree, but does not include those with a 4-year degree. *Four-year Degree* includes those with a 4-year degree and those with some graduate school, but no graduate or professional degree. *Graduate/Professional Degree* includes those with masters, doctorates, and first professional degrees.

Table 1.
Number of Respondents and Estimated Population by Reporting Categories

| | Respondents | | | Estimated Population | | | | |
|-----------------------------|-------------|------|-------------|----------------------|---------|---------|-------------|--------|
| | Count | | Percent | Totals | | Percent | | |
| OVERALL AND COMPONENT | | | | | | | | |
| Total DoD | 26,981 | 100% | <div></div> | 635,899 | ± 2,559 | 100% | <div></div> | Max ME |
| Army | 8,380 | 31% | <div></div> | 205,696 | ± 4,018 | 32% | <div></div> | ± 1% |
| Navy | 7,669 | 28% | <div></div> | 165,131 | ± 3,304 | 26% | <div></div> | ± 1% |
| Air Force | 6,300 | 23% | <div></div> | 142,576 | ± 3,197 | 22% | <div></div> | ± 1% |
| DoD Agencies and Activities | 4,632 | 17% | <div></div> | 122,496 | ± 2,688 | 19% | <div></div> | ± 1% |
| PAY PLAN/GRADE | | | | | | | | |
| White Collar Total | 22,490 | 83% | <div></div> | 499,272 | ± 2,401 | 79% | <div></div> | ± 1% |
| GS 1 to 4 | 777 | 3% | <div></div> | 26,183 | ± 2,046 | 4% | <div></div> | ± 1% |
| GS 5 to 8 | 4,422 | 16% | <div></div> | 115,893 | ± 1,904 | 18% | <div></div> | ± 1% |
| GS 9 to 12 | 10,266 | 38% | <div></div> | 219,963 | ± 1,762 | 35% | <div></div> | ± 1% |
| GS/GM 13 to 15 | 4,111 | 15% | <div></div> | 87,457 | ± 1,166 | 14% | <div></div> | ± 1% |
| SES | 760 | 3% | <div></div> | 1,513 | ± 231 | 0% | <div></div> | ± 1% |
| Blue Collar Total | 4,490 | 17% | <div></div> | 136,606 | ± 1,383 | 21% | <div></div> | ± 1% |
| WG 1 to 5 | 426 | 2% | <div></div> | 15,205 | ± 1,390 | 2% | <div></div> | ± 1% |
| WG 6 to 9 | 1,080 | 4% | <div></div> | 33,638 | ± 1,804 | 5% | <div></div> | ± 1% |
| WG 10 to 15 | 1,884 | 7% | <div></div> | 55,498 | ± 1,953 | 9% | <div></div> | ± 1% |
| WS/WL 1 to 19 | 978 | 4% | <div></div> | 28,193 | ± 1,581 | 4% | <div></div> | ± 1% |
| OCCUPATIONAL GROUPS | | | | | | | | |
| Professional | 7,359 | 27% | <div></div> | 138,797 | ± 2,802 | 22% | <div></div> | ± 1% |
| Administrative | 8,239 | 31% | <div></div> | 182,825 | ± 3,017 | 29% | <div></div> | ± 1% |
| Technical | 4,345 | 16% | <div></div> | 104,986 | ± 2,620 | 17% | <div></div> | ± 1% |
| Clerical | 1,806 | 7% | <div></div> | 53,550 | ± 2,354 | 8% | <div></div> | ± 1% |
| Other White Collar | 657 | 2% | <div></div> | 16,184 | ± 1,148 | 3% | <div></div> | ± 1% |
| Blue Collar | 4,573 | 17% | <div></div> | 139,532 | ± 1,181 | 22% | <div></div> | ± 1% |
| Scientists | 1,470 | 5% | <div></div> | 11,223 | ± 554 | 2% | <div></div> | ± 1% |
| Engineers | 3,997 | 15% | <div></div> | 79,000 | ± 2,068 | 12% | <div></div> | ± 1% |
| SUPERVISOR/MANAGER | | | | | | | | |
| Supervisor | 3,601 | 13% | <div></div> | 74,582 | ± 2,471 | 12% | <div></div> | ± 1% |
| Manager | 2,246 | 8% | <div></div> | 38,579 | ± 1,732 | 6% | <div></div> | ± 1% |
| Wage Leader | 498 | 2% | <div></div> | 13,656 | ± 1,223 | 2% | <div></div> | ± 1% |
| Wage Supervisor | 687 | 3% | <div></div> | 18,113 | ± 1,316 | 3% | <div></div> | ± 1% |
| All Others | 19,878 | 74% | <div></div> | 489,180 | ± 3,855 | 77% | <div></div> | ± 1% |
| SCHEDULE/LOCATION | | | | | | | | |
| Full-Time | 26,558 | 98% | <div></div> | 613,699 | ± 2,293 | 97% | <div></div> | ± 1% |
| Other Than Full-Time | 423 | 2% | <div></div> | 22,200 | ± 2,479 | 3% | <div></div> | ± 1% |
| CONUS | 24,966 | 93% | <div></div> | 578,980 | ± 3,221 | 91% | <div></div> | ± 1% |
| OCONUS | 2,015 | 7% | <div></div> | 56,919 | ± 2,584 | 9% | <div></div> | ± 1% |
| TYPE OF APPOINTMENT | | | | | | | | |
| Permanent | 26,084 | 97% | <div></div> | 602,907 | ± 2,561 | 95% | <div></div> | ± 1% |
| Non-Permanent | 897 | 3% | <div></div> | 32,992 | ± 2,620 | 5% | <div></div> | ± 1% |
| BARGAINING UNIT | | | | | | | | |
| Not in Bargaining Unit | 15,929 | 59% | <div></div> | 357,203 | ± 4,320 | 56% | <div></div> | ± 1% |
| In Bargaining Unit | 11,052 | 41% | <div></div> | 278,696 | ± 4,095 | 44% | <div></div> | ± 1% |

Table 1 (continued)

| | Respondents | | | Estimated Population | | | | |
|------------------------------|-------------|---------|------------------------|----------------------|--------|---------|------------------------|--------|
| | Count | Percent | | Totals | | Percent | | Max ME |
| DISABILITY | | | | | | | | |
| No Disability | 22,064 | 82% | <div><div></div></div> | 534,818 | ±3,758 | 84% | <div><div></div></div> | ±1% |
| Disability | 4,908 | 18% | <div><div></div></div> | 100,952 | ±2,906 | 16% | <div><div></div></div> | ±1% |
| Targeted Disability | 1,832 | 7% | <div><div></div></div> | 31,472 | ±1,665 | 5% | <div><div></div></div> | ±1% |
| Other Disability | 3,076 | 11% | <div><div></div></div> | 69,479 | ±2,525 | 11% | <div><div></div></div> | ±1% |
| VETERAN/PREFERENCE | | | | | | | | |
| Non-Veteran | 14,632 | 54% | <div><div></div></div> | 358,869 | ±4,006 | 57% | <div><div></div></div> | ±1% |
| Veteran | 12,305 | 46% | <div><div></div></div> | 276,085 | ±3,520 | 43% | <div><div></div></div> | ±1% |
| 10 Point 30% | 1,922 | 7% | <div><div></div></div> | 40,117 | ±1,844 | 6% | <div><div></div></div> | ±1% |
| 10 Point Non-30% | 1,559 | 6% | <div><div></div></div> | 33,996 | ±1,726 | 5% | <div><div></div></div> | ±1% |
| 5 Point | 7,418 | 27% | <div><div></div></div> | 170,792 | ±3,247 | 27% | <div><div></div></div> | ±1% |
| No Preference | 1,565 | 6% | <div><div></div></div> | 35,609 | ±1,887 | 6% | <div><div></div></div> | ±1% |
| RETIREMENT PLAN | | | | | | | | |
| CSRS | 9,939 | 37% | <div><div></div></div> | 225,914 | ±3,335 | 36% | <div><div></div></div> | ±1% |
| FERS | 16,414 | 61% | <div><div></div></div> | 387,173 | ±3,792 | 61% | <div><div></div></div> | ±1% |
| Other Plan | 628 | 2% | <div><div></div></div> | 22,811 | ±2,261 | 4% | <div><div></div></div> | ±1% |
| RETIREMENT ELIGIBILITY | | | | | | | | |
| Not Eligible | 14,207 | 53% | <div><div></div></div> | 336,945 | ±4,186 | 53% | <div><div></div></div> | ±1% |
| Optional Eligible | 8,777 | 33% | <div><div></div></div> | 204,639 | ±3,818 | 32% | <div><div></div></div> | ±1% |
| Discontinued Service | 3,997 | 15% | <div><div></div></div> | 94,315 | ±2,816 | 15% | <div><div></div></div> | ±1% |
| LENGTH OF SERVICE | | | | | | | | |
| 6 Months to 4 Years | 3,642 | 13% | <div><div></div></div> | 98,589 | ±3,422 | 16% | <div><div></div></div> | ±1% |
| 5 to 10 Years | 2,390 | 9% | <div><div></div></div> | 59,200 | ±2,474 | 9% | <div><div></div></div> | ±1% |
| 11 to 20 Years | 8,377 | 31% | <div><div></div></div> | 197,764 | ±3,638 | 31% | <div><div></div></div> | ±1% |
| 21 to 30 Years | 8,858 | 33% | <div><div></div></div> | 202,793 | ±3,464 | 32% | <div><div></div></div> | ±1% |
| More Than 30 Years | 3,714 | 14% | <div><div></div></div> | 77,554 | ±2,337 | 12% | <div><div></div></div> | ±1% |
| AGE | | | | | | | | |
| 30 Years Old or Less | 1,752 | 6% | <div><div></div></div> | 54,576 | ±2,860 | 9% | <div><div></div></div> | ±1% |
| 31 to 40 Years Old | 4,053 | 15% | <div><div></div></div> | 107,733 | ±3,228 | 17% | <div><div></div></div> | ±1% |
| 41 to 50 Years Old | 9,923 | 37% | <div><div></div></div> | 225,295 | ±3,679 | 35% | <div><div></div></div> | ±1% |
| 51 to 60 Years Old | 9,587 | 36% | <div><div></div></div> | 213,369 | ±3,238 | 34% | <div><div></div></div> | ±1% |
| More Than 60 Years Old | 1,666 | 6% | <div><div></div></div> | 34,927 | ±1,761 | 5% | <div><div></div></div> | ±1% |
| GENDER | | | | | | | | |
| Male | 19,043 | 71% | <div><div></div></div> | 397,538 | ±1,754 | 63% | <div><div></div></div> | ±1% |
| Female | 7,938 | 29% | <div><div></div></div> | 238,361 | ±2,318 | 37% | <div><div></div></div> | ±1% |
| RACE/ETHNICITY | | | | | | | | |
| Non-Hispanic White | 19,744 | 73% | <div><div></div></div> | 439,360 | ±2,497 | 71% | <div><div></div></div> | ±1% |
| Total Minority | 6,668 | 25% | <div><div></div></div> | 181,913 | ±2,342 | 29% | <div><div></div></div> | ±1% |
| Non-Hispanic Black | 2,972 | 11% | <div><div></div></div> | 85,284 | ±2,548 | 14% | <div><div></div></div> | ±1% |
| Hispanic | 1,674 | 6% | <div><div></div></div> | 45,606 | ±2,210 | 7% | <div><div></div></div> | ±1% |
| Non-Hispanic API | 1,362 | 5% | <div><div></div></div> | 34,718 | ±1,859 | 6% | <div><div></div></div> | ±1% |
| EDUCATION | | | | | | | | |
| No College | 3,032 | 11% | <div><div></div></div> | 86,827 | ±2,965 | 14% | <div><div></div></div> | ±1% |
| Some College | 11,431 | 42% | <div><div></div></div> | 300,530 | ±4,107 | 47% | <div><div></div></div> | ±1% |
| 4-Year Degree | 7,191 | 27% | <div><div></div></div> | 154,864 | ±3,373 | 24% | <div><div></div></div> | ±1% |
| Graduate/Professional Degree | 5,327 | 20% | <div><div></div></div> | 93,677 | ±2,467 | 15% | <div><div></div></div> | ±1% |

Survey Methodology

The survey administration process began on September 25, 2003, with the mailout of notification letters to sample members. This notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. Data were collected on the Web between October 9 and November 20, 2003.

Single stage, nonproportional stratified random sampling³ procedures were employed to ensure adequate sample sizes for the reporting categories. The sample consisted of 48,856 individuals drawn from the sample frame constructed from DMDC's February 2003 Civilian Personnel Master Edit File. Members of the sample became ineligible if they indicated in the survey or by other contact (such as telephone calls or e-mails to the data collection contractor) that they were not in employed by the DoD or one of its components as of the first day of the Web survey, October 9, 2003 (1% of sample).

Completed surveys (defined as 50% or more of the questions asked of all participants are answered) were received from 26,981 eligible respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 57%. Data were weighted to reflect the population of interest. These weights reflect (1) the probability of selection, (2) a nonresponse adjustment factor to minimize bias arising from differential response rates among demographic subgroups, and (3) a poststratification factor to force the response-adjusted weights to sum to the counts of the target population as of the month the sample was drawn and to provide additional nonresponse adjustments.

Table 1 shows the number of respondents and the portion of total respondents in each reporting group. Also shown are the estimated number of members and the portion of total members in each reporting group. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number sampled as well as differences in response rates.

Tabulation Procedures

Tabulations for each question from the survey are shown on a set of facing pages. The text of the question and response options are shown at the top of the even-numbered page, with only the question repeated on the odd-numbered page. To compress the width of columns in the tables, the response options are shown with a number or with DNA (i.e., *Does not apply*) and then that number or DNA is used as the

³ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (all male Army personnel in one group, all female Navy personnel in another, etc.). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

column heading for the responses. The central feature of the tabulations is the percentage of members choosing the response options indicated by the column heading. Within a set of response options, percentages may not add to 100% due to rounding.

Where an item lends itself to presentation as an average, that average is also shown as a number estimate and in a bar chart. The averages lend themselves to a quick scan for reporting groups that differ from other similarly defined groups. Where a true response continuum is available (e.g., number of years of service with the Federal government or days worked overtime), the mean of that continuum is presented; in other cases, the responses are averages of the numeric scales presented with the response options. Where there is a simple binomial response like yes/no, only one percentage is presented. In this case, the histogram represents that percentage.

On each page of tabulations, the first column lists the reporting group shown in that row. The second column, *Percent Responding*, lists the portion of the reporting group represented in the estimates in that row. In most cases, if this percentage is not 100, it is reflecting item nonresponse, and the table includes a note that “Percent responding are Civilians who answered the question.”

Not all questions will apply to every respondent. Where possible, the Web survey is programmed to allow respondents to skip over questions that do not apply to them. For example, Q74 (How important is each of the following as a reason for your plans to look for a new job?) only applies to those who marked in Q73 that they planned to look for another job in the coming year. The notation to this question indicates the “Percent responding are civilian employees who answered the question and who are planning to look for another job (Q73).”

The survey does not always allow respondents to skip questions that do not apply to them. In the tabulations, *Does not Apply* responses are typically included in the percentages in the *Percent Responding* column. For example, Q50.c asked employees to indicate their level of satisfaction with “Special pays (e.g., incentives, bonuses, etc.).” Survey participants could indicate that the question did not apply.

Combining Information From Multiple Items

Tabulations in this volume generally present data for individual survey questions, but there are some exceptions:

- Responses to questions 4 – 10 are combined into a single set of tabulations (Q5) that assign survey participants to 1 of 10 categories of pay plans/grades.
- Race (Q14) is reported in a single set of tabulations. The tabulations show the percentage of those who responded that they were White, Black, American Indian/Alaska Native, Asian, and/or Native Hawaiian/Other Pacific

Islander. Respondents who indicated more than one race are also shown in the percentage of “More than one race marked.” For example, if a respondent indicated they were Asian and White, they were counted in the percentage as “Asian,” “White,” and “More than one race marked.”

Margins of Error

The complex sample design required weighting to produce population estimates such as percentages.⁴ This also means that the typical rules of thumb for interpreting how good an estimate is, such as the number of respondents, will overstate the reliability of the estimate. For this report, variance estimates were calculated using SAS[®] PROC SURVEYMEANS.

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters, such as percentages or means, and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means in these tabulations are reported with margins of error based on 95% confidence intervals. In order to compress the data display, only the maximum margin of error (Max ME) for the percentages in the row is shown. That is, the margin of error is calculated for each response option percentage and the largest of these is printed. For each average shown in these tabulations, the corresponding margin of error is printed.

Estimates may be unstable based on a small number of observations or relatively large variance in the data or weights. Particularly unstable estimates are suppressed or annotated in these tabulations. The following rules are used:

- “0” indicates that no one in any reporting group selected the response option,
- “NR” indicates the estimate is Not Reportable because it was based on fewer than 30 respondents or the relative standard error was high,
- “NA” indicates the response option was Not Applicable for the reporting category because it was not selected by any respondent in that category,
- no Max ME is printed when all percentages in the row are shown as “NR,”
- no margin of error is printed for an average when it is shown as “NR.”

References

DMDC. (In preparation). *October 2003 Status of Forces Survey of DoD Civilians: Administration, datasets, and codebook* (Report No. 2003-029). Arlington, VA: Author.

⁴ This differential weighting means that only certain statistical software procedures, such as PROC SURVEYMEANS, correctly calculate standard errors, variances, or tests of statistical significance.

Kroeger, K. R. & Riemer, R. A. (In preparation). *Statistical design of the Status of Forces Surveys of DoD Civilians* (Report No. 2003-030). Arlington, VA: DMDC.

SAS® Institute, Inc. (1999). *SAS/STAT User's Guide*, Version 8. Cary, NC: Author.

Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, 62 Fed. Reg. 58781 (1997).

Tabulations of Responses

1. For which DoD component did you work on October 14, 2003?

1. Department of the Army

2. Department of the Navy

3. Department of the Air Force

4. DoD Agency or Activity

5. None, you were retired or had left

| | Percent Responding | | Percentages | | | | | Max ME |
|-----------------------------|--------------------|----|-------------|-----|-----|-----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| OVERALL AND COMPONENT | | | | | | | | |
| Total DoD | 100 | ±1 | 32 | 26 | 22 | 19 | 0° | ±1 |
| Army | 100 | ±1 | 100 | 0 | 0 | 0 | 0° | ±0 |
| Navy | 100 | ±1 | 0 | 100 | 0 | 0 | 0° | ±0 |
| Air Force | 100 | ±1 | 0 | 0 | 100 | 0 | 0° | ±0 |
| DoD Agencies and Activities | 99 | ±1 | 0 | 0 | 0 | 100 | 0° | ±0 |
| PAY PLAN/GRADE | | | | | | | | |
| White Collar Total | 100 | ±1 | 34 | 26 | 21 | 20 | 0° | ±1 |
| GS 1 to 4 | 99 | ±2 | 37 | 17 | 18 | 28 | 0° | ±4 |
| GS 5 to 8 | 100 | ±1 | 38 | 22 | 22 | 19 | 0° | ±2 |
| GS 9 to 12 | 100 | ±1 | 33 | 25 | 23 | 19 | 0° | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 35 | 28 | 18 | 18 | 0° | ±2 |
| SES | 100 | ±0 | 22 | 21 | 17 | 40 | 0° | ±9 |
| Blue Collar Total | 100 | ±1 | 28 | 25 | 29 | 17 | 0° | ±2 |
| WG 1 to 5 | 100 | ±1 | 26 | 20 | 12 | 42 | 0° | ±5 |
| WG 6 to 9 | 100 | ±1 | 38 | 21 | 23 | 18 | 0° | ±3 |
| WG 10 to 15 | 100 | ±1 | 23 | 25 | 41 | 11 | 0° | ±3 |
| WS/WL 1 to 19 | 100 | ±1 | 27 | 29 | 28 | 16 | 0° | ±3 |
| OCCUPATIONAL GROUPS | | | | | | | | |
| Professional | 100 | ±1 | 32 | 31 | 17 | 20 | 0° | ±2 |
| Administrative | 100 | ±1 | 34 | 23 | 23 | 20 | 0° | ±2 |
| Technical | 100 | ±1 | 35 | 26 | 20 | 19 | 0° | ±2 |
| Clerical | 99 | ±1 | 35 | 21 | 24 | 20 | 0° | ±3 |
| Other White Collar | 100 | ±1 | 32 | 33 | 20 | 15 | 0° | ±4 |
| Blue Collar | 100 | ±1 | 28 | 26 | 29 | 17 | 0° | ±2 |
| Scientists | 100 | ±1 | 46 | 32 | 14 | 9 | 0° | ±3 |
| Engineers | 100 | ±1 | 32 | 45 | 17 | 7 | 0° | ±2 |
| SUPERVISOR/MANAGER | | | | | | | | |
| Supervisor | 100 | ±1 | 36 | 26 | 23 | 15 | 0° | ±2 |
| Manager | 100 | ±1 | 30 | 30 | 26 | 13 | 0° | ±3 |
| Wage Leader | 100 | ±1 | 27 | 33 | 18 | 22 | 0° | ±5 |
| Wage Supervisor | 100 | ±1 | 26 | 25 | 35 | 14 | 0° | ±4 |
| All Others | 100 | ±1 | 32 | 25 | 22 | 20 | 0° | ±1 |
| SCHEDULE/LOCATION | | | | | | | | |
| Full-Time | 100 | ±1 | 33 | 27 | 23 | 18 | 0° | ±1 |
| Other Than Full-Time | 98 | ±2 | 26 | 10 | 15 | 50 | 0° | ±6 |
| CONUS | 100 | ±1 | 32 | 26 | 23 | 19 | 0° | ±1 |
| OCONUS | 100 | ±1 | 36 | 27 | 13 | 24 | 0° | ±3 |
| TYPE OF APPOINTMENT | | | | | | | | |
| Permanent | 100 | ±1 | 32 | 26 | 22 | 19 | 0° | ±1 |
| Non-Permanent | 99 | ±1 | 33 | 17 | 22 | 29 | 0° | ±5 |
| BARGAINING UNIT | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 34 | 28 | 20 | 18 | 0° | ±1 |
| In Bargaining Unit | 100 | ±1 | 30 | 23 | 25 | 21 | 0° | ±1 |

Note. Percent responding are Civilian employees who answered the question. Respondents who were separated or retired are excluded from this report.

° Response option never endorsed.

1. For which DoD component did you work on October 14, 2003?

| Percent Responding | | | Percentages | | | | | Max ME |
|------------------------------|-----|----|-------------|----|----|----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| DISABILITY | | | | | | | | |
| No Disability | 100 | ±1 | 32 | 26 | 22 | 19 | 0° | ±1 |
| Disability | 100 | ±1 | 34 | 24 | 23 | 19 | 0° | ±2 |
| Targeted Disability | 100 | ±1 | 33 | 26 | 22 | 19 | 0° | ±3 |
| Other Disability | 100 | ±1 | 34 | 23 | 23 | 19 | 0° | ±2 |
| VETERAN/PREFERENCE | | | | | | | | |
| Non-Veteran | 100 | ±1 | 31 | 27 | 19 | 22 | 0° | ±1 |
| Veteran | 100 | ±1 | 34 | 24 | 27 | 16 | 0° | ±1 |
| 10 Point 30% | 100 | ±1 | 38 | 21 | 26 | 15 | 0° | ±3 |
| 10 Point Non-30% | 100 | ±1 | 37 | 22 | 25 | 16 | 0° | ±3 |
| 5 Point | 100 | ±1 | 32 | 27 | 26 | 16 | 0° | ±2 |
| No Preference | 100 | ±1 | 35 | 18 | 33 | 14 | 0° | ±3 |
| RETIREMENT PLAN | | | | | | | | |
| CSRS | 100 | ±1 | 32 | 29 | 21 | 18 | 0° | ±1 |
| FERS | 100 | ±1 | 33 | 25 | 23 | 19 | 0° | ±1 |
| Other Plan | 99 | ±2 | 33 | 16 | 22 | 29 | 0° | ±6 |
| RETIREMENT ELIGIBILITY | | | | | | | | |
| Not Eligible | 100 | ±1 | 32 | 26 | 23 | 19 | 0° | ±1 |
| Optional Eligible | 100 | ±1 | 33 | 25 | 23 | 19 | 0° | ±2 |
| Discontinued Service | 100 | ±1 | 32 | 28 | 21 | 19 | 0° | ±2 |
| LENGTH OF SERVICE | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 33 | 23 | 24 | 20 | 0° | ±2 |
| 5 to 10 Years | 100 | ±1 | 33 | 23 | 26 | 18 | 0° | ±3 |
| 11 to 20 Years | 100 | ±1 | 32 | 26 | 22 | 20 | 0° | ±2 |
| 21 to 30 Years | 100 | ±1 | 32 | 28 | 22 | 19 | 0° | ±2 |
| More Than 30 Years | 100 | ±1 | 34 | 28 | 21 | 17 | 0° | ±2 |
| AGE | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 31 | 24 | 24 | 21 | 0° | ±3 |
| 31 to 40 Years Old | 100 | ±1 | 32 | 26 | 24 | 19 | 0° | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 31 | 27 | 23 | 19 | 0° | ±1 |
| 51 to 60 Years Old | 100 | ±1 | 34 | 26 | 21 | 19 | 0° | ±2 |
| More Than 60 Years Old | 100 | ±1 | 34 | 26 | 22 | 18 | 0° | ±3 |
| GENDER | | | | | | | | |
| Male | 100 | ±1 | 32 | 28 | 23 | 16 | 0° | ±1 |
| Female | 100 | ±1 | 33 | 22 | 21 | 24 | 0° | ±2 |
| RACE/ETHNICITY | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 32 | 25 | 24 | 18 | 0° | ±1 |
| Total Minority | 100 | ±1 | 33 | 27 | 19 | 21 | 0° | ±2 |
| Non-Hispanic Black | 100 | ±1 | 36 | 22 | 18 | 23 | 0° | ±2 |
| Hispanic | 99 | ±1 | 33 | 24 | 25 | 19 | 0° | ±3 |
| Non-Hispanic API | 100 | ±1 | 24 | 43 | 14 | 19 | 0° | ±3 |
| EDUCATION | | | | | | | | |
| No College | 99 | ±1 | 33 | 25 | 20 | 22 | 0° | ±2 |
| Some College | 100 | ±1 | 31 | 25 | 25 | 19 | 0° | ±1 |
| 4-Year Degree | 100 | ±1 | 34 | 29 | 19 | 19 | 0° | ±2 |
| Graduate/Professional Degree | 100 | ±1 | 35 | 25 | 21 | 19 | 0° | ±2 |

Note. Percent responding are Civilian employees who answered the question. Respondents who were separated or retired are excluded from this report.

° Response option never endorsed.

2. Do you work for the Navy or Marine Corps?

1. Navy

2. Marine Corps

| | Percent Responding | | Percentages | | Max ME |
|-----------------------------|-----------------------|----|-------------|----|-----------|
| | | | 1 | 2 | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 26 | ±1 | 93 | 7 | ±1 |
| Army | 0 | ±0 | NA | NA | |
| Navy | 100 | ±1 | 93 | 7 | ±1 |
| Air Force | 0 | ±0 | NA | NA | |
| DoD Agencies and Activities | 0 | ±0 | NA | NA | |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 26 | ±1 | 93 | 7 | ±1 |
| GS 1 to 4 | 17 | ±3 | 90 | 10 | ±6 |
| GS 5 to 8 | 21 | ±2 | 91 | 9 | ±2 |
| GS 9 to 12 | 25 | ±1 | 93 | 7 | ±2 |
| GS/GM 13 to 15 | 28 | ±2 | 96 | 4 | ±2 |
| SES | 21 | ±5 | 95 | 5 | ±3 |
| Blue Collar Total | 25 | ±2 | 89 | 11 | ±2 |
| WG 1 to 5 | 20 | ±4 | 91 | 9 | ±7 |
| WG 6 to 9 | 21 | ±3 | 80 | 20 | ±6 |
| WG 10 to 15 | 25 | ±2 | 93 | 7 | ±3 |
| WS/WL 1 to 19 | 29 | ±3 | 93 | 7 | ±4 |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 31 | ±2 | 97 | 3 | ±1 |
| Administrative | 23 | ±1 | 91 | 9 | ±2 |
| Technical | 26 | ±2 | 93 | 7 | ±2 |
| Clerical | 20 | ±2 | 91 | 9 | ±3 |
| Other White Collar | 33 | ±4 | 93 | 7 | ±4 |
| Blue Collar | 25 | ±2 | 90 | 10 | ±2 |
| Scientists | 32 | ±3 | 97 | 3 | ±2 |
| Engineers | 44 | ±2 | 97 | 3 | ±1 |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 26 | ±2 | 91 | 9 | ±2 |
| Manager | 30 | ±3 | 93 | 7 | ±3 |
| Wage Leader | 33 | ±5 | 93 | 7 | ±5 |
| Wage Supervisor | 25 | ±4 | 94 | 6 | ±4 |
| All Others | 25 | ±1 | 93 | 7 | ±1 |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 26 | ±1 | 92 | 8 | ±1 |
| Other Than Full-Time | 9 | ±3 | 100 | 0 | ±0 |
| CONUS | 26 | ±1 | 92 | 8 | ±1 |
| OCONUS | 26 | ±3 | 95 | 5 | ±2 |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 26 | ±1 | 93 | 7 | ±1 |
| Non-Permanent | 16 | ±3 | 86 | 14 | ±6 |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 28 | ±1 | 93 | 7 | ±1 |
| In Bargaining Unit | 23 | ±1 | 92 | 8 | ±2 |

Note. Percent responding are Civilian employees who answered the question and who work for the Department of the Navy (Q1).

NA: Not applicable

2. Do you work for the Navy or Marine Corps?

| | Percent Responding | | Percentages | | Max ME |
|------------------------------|-----------------------|----|-------------|----|-----------|
| | | | 1 | 2 | |
| DISABILITY | | | | | |
| No Disability | 26 | ±1 | 93 | 7 | ±1 |
| Disability | 24 | ±2 | 89 | 11 | ±3 |
| Targeted Disability | 26 | ±3 | 90 | 10 | ±4 |
| Other Disability | 23 | ±2 | 88 | 12 | ±3 |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 27 | ±1 | 94 | 6 | ±1 |
| Veteran | 24 | ±1 | 91 | 9 | ±2 |
| 10 Point 30% | 21 | ±2 | 87 | 13 | ±4 |
| 10 Point Non-30% | 22 | ±3 | 88 | 12 | ±4 |
| 5 Point | 27 | ±2 | 92 | 8 | ±2 |
| No Preference | 18 | ±2 | 93 | 7 | ±3 |
| RETIREMENT PLAN | | | | | |
| CSRS | 29 | ±1 | 94 | 6 | ±1 |
| FERS | 25 | ±1 | 92 | 8 | ±1 |
| Other Plan | 16 | ±3 | 89 | 11 | ±7 |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 26 | ±1 | 93 | 7 | ±1 |
| Optional Eligible | 25 | ±1 | 93 | 7 | ±2 |
| Discontinued Service | 28 | ±2 | 91 | 9 | ±2 |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 23 | ±2 | 93 | 7 | ±2 |
| 5 to 10 Years | 23 | ±2 | 92 | 8 | ±3 |
| 11 to 20 Years | 26 | ±1 | 92 | 8 | ±2 |
| 21 to 30 Years | 27 | ±1 | 93 | 7 | ±2 |
| More Than 30 Years | 28 | ±2 | 93 | 7 | ±2 |
| AGE | | | | | |
| 30 Years Old or Less | 24 | ±3 | 95 | 5 | ±3 |
| 31 to 40 Years Old | 25 | ±2 | 93 | 7 | ±2 |
| 41 to 50 Years Old | 27 | ±1 | 93 | 7 | ±2 |
| 51 to 60 Years Old | 26 | ±1 | 92 | 8 | ±2 |
| More Than 60 Years Old | 25 | ±3 | 93 | 7 | ±3 |
| GENDER | | | | | |
| Male | 28 | ±1 | 93 | 7 | ±1 |
| Female | 22 | ±1 | 92 | 8 | ±2 |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 25 | ±1 | 93 | 7 | ±1 |
| Total Minority | 27 | ±2 | 92 | 8 | ±2 |
| Non-Hispanic Black | 22 | ±2 | 91 | 9 | ±3 |
| Hispanic | 24 | ±3 | 92 | 8 | ±3 |
| Non-Hispanic API | 43 | ±3 | 97 | 3 | ±2 |
| EDUCATION | | | | | |
| No College | 25 | ±2 | 91 | 9 | ±3 |
| Some College | 25 | ±1 | 91 | 9 | ±2 |
| 4-Year Degree | 28 | ±2 | 96 | 4 | ±1 |
| Graduate/Professional Degree | 25 | ±2 | 94 | 6 | ±2 |

Note. Percent responding are Civilian employees who answered the question and who work for the Department of the Navy (Q1).

3. Are you...?

1. a permanent employee

2. a non-permanent employee

| | Percent Responding | | Percentages | | Max ME |
|-----------------------------|-----------------------|----|-------------|-----|-----------|
| | | | 1 | 2 | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 100 | ±1 | 95 | 5 | ±1 |
| Army | 100 | ±1 | 95 | 5 | ±1 |
| Navy | 100 | ±1 | 97 | 3 | ±1 |
| Air Force | 100 | ±1 | 95 | 5 | ±1 |
| DoD Agencies and Activities | 100 | ±1 | 92 | 8 | ±2 |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 100 | ±1 | 95 | 5 | ±1 |
| GS 1 to 4 | 100 | ±1 | 70 | 30 | ±5 |
| GS 5 to 8 | 100 | ±1 | 95 | 5 | ±1 |
| GS 9 to 12 | 100 | ±1 | 98 | 2 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 99 | 1 | ±1 |
| SES | 100 | ±1 | 93 | 7 | ±8 |
| Blue Collar Total | 100 | ±1 | 93 | 7 | ±1 |
| WG 1 to 5 | 100 | ±0 | 74 | 26 | ±6 |
| WG 6 to 9 | 100 | ±0 | 93 | 7 | ±2 |
| WG 10 to 15 | 100 | ±1 | 97 | 3 | ±1 |
| WS/WL 1 to 19 | 100 | ±0 | 98 | 2 | ±1 |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 100 | ±1 | 97 | 3 | ±1 |
| Administrative | 100 | ±1 | 97 | 3 | ±1 |
| Technical | 100 | ±1 | 95 | 5 | ±1 |
| Clerical | 100 | ±1 | 87 | 13 | ±3 |
| Other White Collar | 100 | ±1 | 87 | 13 | ±3 |
| Blue Collar | 100 | ±1 | 93 | 7 | ±1 |
| Scientists | 100 | ±1 | 96 | 4 | ±2 |
| Engineers | 100 | ±1 | 98 | 2 | ±1 |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 100 | ±1 | 97 | 3 | ±1 |
| Manager | 100 | ±1 | 98 | 2 | ±1 |
| Wage Leader | 100 | ±0 | 97 | 3 | ±2 |
| Wage Supervisor | 100 | ±0 | 99 | 1 | ±1 |
| All Others | 100 | ±1 | 94 | 6 | ±1 |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 100 | ±1 | 96 | 4 | ±1 |
| Other Than Full-Time | 100 | ±1 | 50 | 50 | ±6 |
| CONUS | 100 | ±1 | 95 | 5 | ±1 |
| OCONUS | 100 | ±1 | 90 | 10 | ±3 |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 100 | ±1 | 100 | 0 | ±0 |
| Non-Permanent | 100 | ±1 | 0 | 100 | ±0 |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 94 | 6 | ±1 |
| In Bargaining Unit | 100 | ±1 | 95 | 5 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

3. Are you...?

| | Percent Responding | | Percentages | | Max ME |
|------------------------------|-----------------------|----|-------------|----|-----------|
| | | | 1 | 2 | |
| DISABILITY | | | | | |
| No Disability | 100 | ±1 | 95 | 5 | ±1 |
| Disability | 100 | ±1 | 95 | 5 | ±1 |
| Targeted Disability | 100 | ±1 | 94 | 6 | ±2 |
| Other Disability | 100 | ±1 | 95 | 5 | ±1 |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 100 | ±1 | 94 | 6 | ±1 |
| Veteran | 100 | ±1 | 95 | 5 | ±1 |
| 10 Point 30% | 100 | ±1 | 92 | 8 | ±2 |
| 10 Point Non-30% | 100 | ±1 | 93 | 7 | ±2 |
| 5 Point | 100 | ±1 | 96 | 4 | ±1 |
| No Preference | 100 | ±1 | 96 | 4 | ±2 |
| RETIREMENT PLAN | | | | | |
| CSRS | 100 | ±1 | 99 | 1 | ±1 |
| FERS | 100 | ±1 | 96 | 4 | ±1 |
| Other Plan | 100 | ±1 | 42 | 58 | ±5 |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 100 | ±1 | 92 | 8 | ±1 |
| Optional Eligible | 100 | ±1 | 97 | 3 | ±1 |
| Discontinued Service | 100 | ±1 | 99 | 1 | ±1 |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 76 | 24 | ±2 |
| 5 to 10 Years | 100 | ±1 | 93 | 7 | ±2 |
| 11 to 20 Years | 100 | ±1 | 99 | 1 | ±1 |
| 21 to 30 Years | 100 | ±1 | 99 | 1 | ±1 |
| More Than 30 Years | 100 | ±1 | 99 | 1 | ±1 |
| AGE | | | | | |
| 30 Years Old or Less | 99 | ±1 | 78 | 22 | ±3 |
| 31 to 40 Years Old | 100 | ±1 | 93 | 7 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 96 | 4 | ±1 |
| 51 to 60 Years Old | 100 | ±1 | 98 | 2 | ±1 |
| More Than 60 Years Old | 100 | ±1 | 97 | 3 | ±2 |
| GENDER | | | | | |
| Male | 100 | ±1 | 96 | 4 | ±1 |
| Female | 100 | ±1 | 94 | 6 | ±1 |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 100 | ±1 | 96 | 4 | ±1 |
| Total Minority | 100 | ±1 | 93 | 7 | ±1 |
| Non-Hispanic Black | 100 | ±1 | 93 | 7 | ±2 |
| Hispanic | 100 | ±1 | 91 | 9 | ±3 |
| Non-Hispanic API | 100 | ±1 | 93 | 7 | ±3 |
| EDUCATION | | | | | |
| No College | 100 | ±1 | 96 | 4 | ±2 |
| Some College | 100 | ±1 | 94 | 6 | ±1 |
| 4-Year Degree | 100 | ±1 | 95 | 5 | ±1 |
| Graduate/Professional Degree | 100 | ±1 | 96 | 4 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

4. What is your current pay plan?

1. GS/GM

2. WG

3. WL

4. WS

5. SES

6. Other

| Percent Responding | | | Percentages | | | | | | Max ME |
|-----------------------------|-----|----|-------------|-----|----|----|-----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | |
| OVERALL AND COMPONENT | | | | | | | | | |
| Total DoD | 100 | ±1 | 70 | 16 | 1 | 3 | 0 | 9 | ±1 |
| Army | 100 | ±1 | 75 | 14 | 1 | 2 | 0 | 7 | ±1 |
| Navy | 100 | ±1 | 66 | 15 | 2 | 3 | 0 | 15 | ±2 |
| Air Force | 100 | ±1 | 68 | 23 | 1 | 4 | 0 | 4 | ±2 |
| DoD Agencies and Activities | 100 | ±1 | 72 | 15 | 1 | 2 | 0 | 9 | ±2 |
| PAY PLAN/GRADE | | | | | | | | | |
| White Collar Total | 100 | ±1 | 90 | 0 | 0 | 0 | 0 | 10 | ±1 |
| GS 1 to 4 | 100 | ±0 | 100 | 0 | 0 | 0 | 0 | 0 | ±1 |
| GS 5 to 8 | 100 | ±0 | 100 | 0 | 0 | 0 | 0 | 0 | ±1 |
| GS 9 to 12 | 100 | ±0 | 99 | 0 | 0 | 0 | 0 | 1 | ±1 |
| GS/GM 13 to 15 | 100 | ±0 | 99 | 0 | 0 | 0 | 0 | 1 | ±1 |
| SES | 100 | ±0 | 0 | 0 | 0 | 0 | 100 | 0 | ±0 |
| Blue Collar Total | 100 | ±1 | 0 | 76 | 6 | 13 | 0 | 5 | ±2 |
| WG 1 to 5 | 100 | ±0 | 0 | 100 | 0 | 0 | 0 | 0 | ±0 |
| WG 6 to 9 | 100 | ±0 | 0 | 100 | 0 | 0 | 0 | 0 | ±0 |
| WG 10 to 15 | 100 | ±0 | 0 | 100 | 0 | 0 | 0 | 0 | ±0 |
| WS/WL 1 to 19 | 100 | ±0 | 0 | 0 | 28 | 62 | 0 | 10 | ±4 |
| OCCUPATIONAL GROUPS | | | | | | | | | |
| Professional | 100 | ±1 | 77 | 0 | 0 | 0 | 1 | 23 | ±2 |
| Administrative | 100 | ±1 | 93 | 0 | 0 | 0 | 0 | 6 | ±1 |
| Technical | 100 | ±1 | 96 | 0 | 0 | 0 | 0 | 4 | ±1 |
| Clerical | 100 | ±1 | 94 | 1 | 0 | 0 | 0 | 5 | ±2 |
| Other White Collar | 100 | ±0 | 95 | 0 | 0 | 0 | 0 | 5 | ±3 |
| Blue Collar | 100 | ±1 | 3 | 74 | 6 | 12 | 0 | 5 | ±2 |
| Scientists | 100 | ±1 | 76 | 0 | 0 | 0 | 1 | 23 | ±3 |
| Engineers | 100 | ±1 | 79 | 0 | 0 | 0 | 0 | 20 | ±2 |
| SUPERVISOR/MANAGER | | | | | | | | | |
| Supervisor | 100 | ±1 | 83 | 4 | 0 | 4 | 1 | 9 | ±2 |
| Manager | 100 | ±1 | 85 | 1 | 0 | 4 | 2 | 8 | ±2 |
| Wage Leader | 100 | ±0 | 25 | 13 | 54 | 0 | 0 | 8 | ±5 |
| Wage Supervisor | 100 | ±0 | 12 | 11 | 1 | 73 | 0 | 4 | ±4 |
| All Others | 100 | ±1 | 71 | 20 | 0 | 0 | 0 | 9 | ±1 |
| SCHEDULE/LOCATION | | | | | | | | | |
| Full-Time | 100 | ±1 | 71 | 16 | 1 | 3 | 0 | 9 | ±1 |
| Other Than Full-Time | 99 | ±1 | 63 | 18 | 0 | 0 | 0 | 18 | ±6 |
| CONUS | 100 | ±1 | 70 | 17 | 1 | 3 | 0 | 9 | ±1 |
| OCONUS | 100 | ±1 | 70 | 13 | 2 | 3 | 0 | 13 | ±3 |
| TYPE OF APPOINTMENT | | | | | | | | | |
| Permanent | 100 | ±1 | 71 | 16 | 1 | 3 | 0 | 8 | ±1 |
| Non-Permanent | 99 | ±1 | 56 | 24 | 0 | 0 | 0 | 19 | ±5 |
| BARGAINING UNIT | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 74 | 9 | 1 | 4 | 0 | 12 | ±1 |
| In Bargaining Unit | 100 | ±1 | 66 | 26 | 2 | 1 | 0 | 5 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

4. What is your current pay plan?

| | Percent Responding | | Percentages | | | | | | Max ME |
|------------------------------|--------------------|----|-------------|----|---|---|---|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | |
| DISABILITY | | | | | | | | | |
| No Disability | 100 | ±1 | 70 | 16 | 1 | 3 | 0 | 10 | ±1 |
| Disability | 100 | ±1 | 70 | 21 | 2 | 2 | 0 | 5 | ±2 |
| Targeted Disability | 100 | ±1 | 64 | 26 | 2 | 3 | 0 | 5 | ±3 |
| Other Disability | 100 | ±1 | 73 | 18 | 1 | 2 | 0 | 6 | ±2 |
| VETERAN/PREFERENCE | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 76 | 10 | 1 | 2 | 0 | 11 | ±1 |
| Veteran | 100 | ±1 | 63 | 24 | 2 | 4 | 0 | 6 | ±1 |
| 10 Point 30% | 100 | ±1 | 70 | 21 | 1 | 2 | 0 | 5 | ±3 |
| 10 Point Non-30% | 100 | ±0 | 69 | 21 | 1 | 3 | 0 | 5 | ±3 |
| 5 Point | 100 | ±1 | 61 | 25 | 2 | 5 | 0 | 6 | ±1 |
| No Preference | 100 | ±1 | 60 | 26 | 1 | 4 | 1 | 8 | ±3 |
| RETIREMENT PLAN | | | | | | | | | |
| CSRS | 100 | ±1 | 71 | 14 | 2 | 5 | 0 | 8 | ±1 |
| FERS | 100 | ±1 | 70 | 18 | 1 | 2 | 0 | 9 | ±1 |
| Other Plan | 98 | ±2 | 62 | 17 | 0 | 0 | 0 | 20 | ±6 |
| RETIREMENT ELIGIBILITY | | | | | | | | | |
| Not Eligible | 100 | ±1 | 72 | 15 | 1 | 2 | 0 | 10 | ±1 |
| Optional Eligible | 100 | ±1 | 69 | 18 | 1 | 4 | 0 | 8 | ±1 |
| Discontinued Service | 100 | ±1 | 68 | 19 | 2 | 4 | 0 | 7 | ±2 |
| LENGTH OF SERVICE | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 65 | 21 | 0 | 0 | 0 | 13 | ±2 |
| 5 to 10 Years | 100 | ±1 | 67 | 21 | 1 | 1 | 0 | 11 | ±3 |
| 11 to 20 Years | 100 | ±1 | 74 | 15 | 1 | 2 | 0 | 8 | ±1 |
| 21 to 30 Years | 100 | ±1 | 71 | 16 | 2 | 4 | 0 | 7 | ±1 |
| More Than 30 Years | 100 | ±1 | 71 | 13 | 2 | 6 | 1 | 8 | ±2 |
| AGE | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 65 | 22 | 0 | 0 | 0 | 12 | ±3 |
| 31 to 40 Years Old | 100 | ±1 | 68 | 19 | 1 | 2 | 0 | 10 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 72 | 15 | 1 | 3 | 0 | 8 | ±1 |
| 51 to 60 Years Old | 100 | ±1 | 71 | 16 | 1 | 4 | 0 | 8 | ±1 |
| More Than 60 Years Old | 100 | ±1 | 74 | 13 | 1 | 2 | 0 | 10 | ±3 |
| GENDER | | | | | | | | | |
| Male | 100 | ±1 | 61 | 24 | 2 | 4 | 0 | 9 | ±1 |
| Female | 100 | ±1 | 87 | 4 | 0 | 0 | 0 | 9 | ±1 |
| RACE/ETHNICITY | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 70 | 16 | 1 | 3 | 0 | 10 | ±1 |
| Total Minority | 100 | ±1 | 72 | 18 | 1 | 2 | 0 | 7 | ±1 |
| Non-Hispanic Black | 100 | ±1 | 77 | 15 | 1 | 2 | 0 | 5 | ±2 |
| Hispanic | 100 | ±1 | 67 | 22 | 2 | 3 | 0 | 7 | ±3 |
| Non-Hispanic API | 100 | ±1 | 68 | 16 | 1 | 2 | 0 | 12 | ±3 |
| EDUCATION | | | | | | | | | |
| No College | 100 | ±1 | 52 | 38 | 3 | 4 | 0 | 4 | ±2 |
| Some College | 100 | ±1 | 67 | 22 | 2 | 4 | 0 | 5 | ±1 |
| 4-Year Degree | 100 | ±1 | 84 | 3 | 0 | 1 | 0 | 12 | ±2 |
| Graduate/Professional Degree | 100 | ±1 | 77 | 0 | 0 | 0 | 1 | 21 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

5. Current Pay Plan/Grade: Constructed from questions 4-10.

- | | | |
|-------------------|------------------|---------------|
| 1. GS 1 to 4 | 2. GS 5 to 8 | 3. GS 9 to 12 |
| 4. GS/GM 13 to 15 | 5. WG 1 to 5 | 6. WG 6 to 9 |
| 7. WG 10 to 15 | 8. WS/WL 1 to 19 | 9. SES |
| 10. Other | | |

| | | | Percent Responding | | Percentages | | | | | | | | Max ME |
|-----------------------------|-----|----|-----------------------|-----|-------------|----|-----|-----|-----|----|-----|----|-----------|
| | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 4 | 18 | 35 | 14 | 2 | 5 | 9 | 4 | 0 | 9 | ±1 |
| Army | 99 | ±1 | 4 | 21 | 35 | 15 | 2 | 6 | 6 | 3 | 0 | 7 | ±1 |
| Navy | 100 | ±1 | 3 | 15 | 33 | 15 | 2 | 4 | 8 | 4 | 0 | 15 | ±1 |
| Air Force | 100 | ±1 | 3 | 18 | 35 | 11 | 1 | 6 | 16 | 5 | 0 | 4 | ±2 |
| DoD Agencies and Activities | 99 | ±1 | 6 | 18 | 35 | 13 | 5 | 5 | 5 | 3 | 0 | 9 | ±2 |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 5 | 23 | 44 | 17 | 0 | 0 | 0 | 0 | 0 | 10 | ±1 |
| GS 1 to 4 | 98 | ±2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | ±1 |
| GS 5 to 8 | 100 | ±1 | 0 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | ±1 |
| GS 9 to 12 | 100 | ±1 | 0 | 0 | 99 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 0 | 0 | 0 | 99 | 0 | 0 | 0 | 0 | 0 | 1 | ±1 |
| SES | 100 | ±0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 0 | ±0 |
| Blue Collar Total | 100 | ±1 | 0 | 0 | 0 | 0 | 11 | 25 | 41 | 19 | 0 | 5 | ±2 |
| WG 1 to 5 | 100 | ±1 | 0 | 0 | 0 | 0 | 100 | 0 | 0 | 0 | 0 | 0 | ±0 |
| WG 6 to 9 | 100 | ±1 | 0 | 0 | 0 | 0 | 0 | 100 | 0 | 0 | 0 | 0 | ±0 |
| WG 10 to 15 | 100 | ±1 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 0 | 0 | 0 | ±0 |
| WS/WL 1 to 19 | 100 | ±0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 90 | 0 | 10 | ±3 |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 99 | ±1 | 0 | 2 | 44 | 31 | 0 | 0 | 0 | 0 | 1 | 23 | ±2 |
| Administrative | 100 | ±1 | 0 | 3 | 68 | 23 | 0 | 0 | 0 | 0 | 0 | 6 | ±1 |
| Technical | 99 | ±1 | 5 | 61 | 28 | 2 | 0 | 0 | 0 | 0 | 0 | 4 | ±2 |
| Clerical | 99 | ±1 | 35 | 57 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | ±3 |
| Other White Collar | 100 | ±1 | 10 | 73 | 11 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | ±4 |
| Blue Collar | 100 | ±1 | 0 | 1 | 1 | 0 | 11 | 24 | 40 | 18 | 0 | 5 | ±2 |
| Scientists | 100 | ±1 | 1 | 7 | 43 | 25 | 0 | 0 | 0 | 0 | 1 | 23 | ±3 |
| Engineers | 100 | ±1 | 0 | 4 | 44 | 31 | 0 | 0 | 0 | 0 | 0 | 20 | ±2 |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 1 | 13 | 37 | 32 | 1 | 1 | 2 | 4 | 1 | 9 | ±2 |
| Manager | 100 | ±1 | 0 | 5 | 33 | 47 | 0 | 0 | 0 | 4 | 2 | 8 | ±3 |
| Wage Leader | 100 | ±1 | 1 | 11 | 7 | 6 | 3 | 4 | 5 | 55 | 0 | 8 | ±5 |
| Wage Supervisor | 100 | ±1 | 0 | 3 | 6 | 3 | 1 | 4 | 7 | 73 | 0 | 4 | ±4 |
| All Others | 100 | ±1 | 5 | 21 | 36 | 9 | 3 | 6 | 11 | 0 | 0 | 9 | ±1 |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 3 | 18 | 35 | 14 | 2 | 5 | 9 | 4 | 0 | 9 | ±1 |
| Other Than Full-Time | 98 | ±3 | 38 | 13 | 10 | 2 | 15 | 2 | 1 | 0 | 0 | 18 | ±6 |
| CONUS | 100 | ±1 | 4 | 18 | 34 | 14 | 2 | 5 | 9 | 4 | 0 | 9 | ±1 |
| OCONUS | 99 | ±1 | 6 | 18 | 37 | 9 | 3 | 4 | 6 | 4 | 0 | 13 | ±3 |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 100 | ±1 | 3 | 18 | 36 | 14 | 2 | 5 | 9 | 4 | 0 | 8 | ±1 |
| Non-Permanent | 99 | ±2 | 24 | 17 | 15 | 1 | 12 | 8 | 5 | 0 | 0 | 19 | ±5 |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 3 | 15 | 35 | 20 | 2 | 3 | 4 | 5 | 0 | 12 | ±1 |
| In Bargaining Unit | 99 | ±1 | 5 | 22 | 34 | 5 | 4 | 8 | 14 | 3 | 0 | 5 | ±1 |

Note. Percent responding are Civilian employees who answered the questions.

5. Current Pay Plan/Grade: Constructed from questions 4-10.

| | | | Percent Responding | | Percentages | | | | | | | | | Max ME |
|------------------------------|-----|----|--------------------|----|-------------|----|---|----|----|---|---|----|----|--------|
| | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| DISABILITY | | | | | | | | | | | | | | |
| No Disability | 100 | ±1 | 4 | 17 | 35 | 15 | 2 | 5 | 9 | 4 | 0 | 10 | ±1 | |
| Disability | 99 | ±1 | 5 | 23 | 34 | 7 | 4 | 7 | 10 | 4 | 0 | 5 | ±2 | |
| Targeted Disability | 99 | ±1 | 6 | 22 | 30 | 6 | 4 | 9 | 13 | 5 | 0 | 5 | ±3 | |
| Other Disability | 99 | ±1 | 5 | 24 | 36 | 8 | 4 | 6 | 8 | 4 | 0 | 6 | ±2 | |
| VETERAN/PREFERENCE | | | | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 5 | 20 | 35 | 16 | 2 | 3 | 5 | 2 | 0 | 11 | ±1 | |
| Veteran | 100 | ±1 | 2 | 15 | 34 | 11 | 3 | 8 | 14 | 6 | 0 | 6 | ±1 | |
| 10 Point 30% | 99 | ±1 | 4 | 19 | 38 | 9 | 4 | 8 | 10 | 4 | 0 | 5 | ±3 | |
| 10 Point Non-30% | 100 | ±1 | 3 | 17 | 40 | 10 | 4 | 8 | 9 | 4 | 0 | 5 | ±3 | |
| 5 Point | 100 | ±1 | 2 | 14 | 33 | 11 | 3 | 8 | 15 | 7 | 0 | 6 | ±1 | |
| No Preference | 99 | ±1 | 2 | 17 | 29 | 12 | 2 | 8 | 16 | 5 | 1 | 8 | ±3 | |
| RETIREMENT PLAN | | | | | | | | | | | | | | |
| CSRS | 100 | ±1 | 2 | 14 | 37 | 19 | 1 | 4 | 9 | 6 | 0 | 8 | ±1 | |
| FERS | 100 | ±1 | 4 | 21 | 34 | 11 | 3 | 6 | 9 | 3 | 0 | 9 | ±1 | |
| Other Plan | 98 | ±2 | 25 | 17 | 16 | 4 | 8 | 7 | 2 | 0 | 0 | 20 | ±6 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 5 | 18 | 34 | 14 | 2 | 5 | 8 | 3 | 0 | 10 | ±1 | |
| Optional Eligible | 99 | ±1 | 3 | 19 | 34 | 12 | 3 | 6 | 10 | 5 | 0 | 8 | ±1 | |
| Discontinued Service | 100 | ±1 | 2 | 15 | 35 | 15 | 2 | 5 | 11 | 6 | 0 | 7 | ±2 | |
| LENGTH OF SERVICE | | | | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 12 | 20 | 29 | 4 | 6 | 8 | 7 | 1 | 0 | 13 | ±2 | |
| 5 to 10 Years | 100 | ±1 | 6 | 23 | 30 | 8 | 3 | 7 | 11 | 2 | 0 | 11 | ±2 | |
| 11 to 20 Years | 100 | ±1 | 3 | 22 | 34 | 14 | 2 | 5 | 8 | 3 | 0 | 8 | ±1 | |
| 21 to 30 Years | 100 | ±1 | 1 | 15 | 37 | 17 | 2 | 5 | 9 | 6 | 0 | 7 | ±1 | |
| More Than 30 Years | 100 | ±1 | 1 | 10 | 39 | 21 | 1 | 3 | 8 | 7 | 1 | 8 | ±2 | |
| AGE | | | | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 14 | 22 | 27 | 2 | 5 | 8 | 9 | 0 | 0 | 13 | ±3 | |
| 31 to 40 Years Old | 100 | ±1 | 5 | 21 | 31 | 11 | 2 | 6 | 10 | 2 | 0 | 10 | ±2 | |
| 41 to 50 Years Old | 100 | ±1 | 3 | 18 | 36 | 15 | 2 | 5 | 8 | 4 | 0 | 8 | ±1 | |
| 51 to 60 Years Old | 100 | ±1 | 2 | 17 | 36 | 16 | 2 | 5 | 8 | 5 | 0 | 8 | ±1 | |
| More Than 60 Years Old | 99 | ±1 | 3 | 17 | 38 | 16 | 2 | 4 | 7 | 3 | 0 | 10 | ±3 | |
| GENDER | | | | | | | | | | | | | | |
| Male | 100 | ±1 | 2 | 10 | 33 | 16 | 3 | 8 | 13 | 6 | 0 | 9 | ±1 | |
| Female | 99 | ±1 | 8 | 31 | 38 | 10 | 1 | 1 | 1 | 0 | 0 | 9 | ±1 | |
| RACE/ETHNICITY | | | | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 3 | 15 | 36 | 16 | 2 | 5 | 9 | 4 | 0 | 10 | ±1 | |
| Total Minority | 99 | ±1 | 7 | 25 | 31 | 9 | 4 | 6 | 8 | 4 | 0 | 7 | ±1 | |
| Non-Hispanic Black | 99 | ±1 | 8 | 30 | 31 | 8 | 5 | 5 | 5 | 3 | 0 | 5 | ±2 | |
| Hispanic | 99 | ±1 | 8 | 22 | 30 | 7 | 3 | 7 | 11 | 4 | 0 | 7 | ±3 | |
| Non-Hispanic API | 99 | ±1 | 6 | 18 | 32 | 11 | 4 | 4 | 8 | 4 | 0 | 13 | ±3 | |
| EDUCATION | | | | | | | | | | | | | | |
| No College | 99 | ±1 | 6 | 25 | 19 | 1 | 6 | 15 | 16 | 7 | 0 | 4 | ±2 | |
| Some College | 100 | ±1 | 6 | 25 | 31 | 4 | 3 | 6 | 13 | 6 | 0 | 5 | ±1 | |
| 4-Year Degree | 100 | ±1 | 2 | 11 | 48 | 23 | 0 | 1 | 2 | 1 | 0 | 12 | ±2 | |
| Graduate/Professional Degree | 99 | ±1 | 0 | 3 | 36 | 38 | 0 | 0 | 0 | 0 | 1 | 21 | ±2 | |

Note. Percent responding are Civilian employees who answered the questions.

12. Are you...?

1. Male

2. Female

| | Percent Responding | | Percentages | | Max ME |
|-----------------------------|-----------------------|----|-------------|----|-----------|
| | | | 1 | 2 | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 100 | ±1 | 63 | 37 | ±1 |
| Army | 100 | ±1 | 61 | 39 | ±2 |
| Navy | 100 | ±1 | 69 | 31 | ±1 |
| Air Force | 100 | ±1 | 65 | 35 | ±2 |
| DoD Agencies and Activities | 100 | ±1 | 53 | 47 | ±2 |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 100 | ±1 | 55 | 45 | ±1 |
| GS 1 to 4 | 100 | ±1 | 28 | 72 | ±4 |
| GS 5 to 8 | 100 | ±1 | 35 | 65 | ±1 |
| GS 9 to 12 | 100 | ±1 | 59 | 41 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 73 | 27 | ±1 |
| SES | 100 | ±1 | 81 | 19 | ±8 |
| Blue Collar Total | 100 | ±1 | 92 | 8 | ±1 |
| WG 1 to 5 | 99 | ±1 | 77 | 23 | ±4 |
| WG 6 to 9 | 100 | ±1 | 90 | 10 | ±2 |
| WG 10 to 15 | 100 | ±1 | 95 | 5 | ±1 |
| WS/WL 1 to 19 | 100 | ±1 | 95 | 5 | ±2 |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 100 | ±1 | 66 | 34 | ±2 |
| Administrative | 100 | ±1 | 57 | 43 | ±1 |
| Technical | 100 | ±1 | 47 | 53 | ±2 |
| Clerical | 100 | ±1 | 20 | 80 | ±2 |
| Other White Collar | 100 | ±0 | 90 | 10 | ±3 |
| Blue Collar | 100 | ±1 | 91 | 9 | ±1 |
| Scientists | 99 | ±1 | 75 | 25 | ±4 |
| Engineers | 100 | ±1 | 89 | 11 | ±2 |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 100 | ±1 | 68 | 32 | ±2 |
| Manager | 100 | ±1 | 78 | 22 | ±3 |
| Wage Leader | 99 | ±1 | 88 | 12 | ±4 |
| Wage Supervisor | 100 | ±0 | 90 | 10 | ±3 |
| All Others | 100 | ±1 | 59 | 41 | ±1 |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 100 | ±1 | 64 | 36 | ±1 |
| Other Than Full-Time | 100 | ±1 | 28 | 72 | ±5 |
| CONUS | 100 | ±1 | 63 | 37 | ±1 |
| OCONUS | 100 | ±1 | 58 | 42 | ±3 |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 100 | ±1 | 63 | 37 | ±1 |
| Non-Permanent | 100 | ±1 | 53 | 47 | ±5 |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 62 | 38 | ±1 |
| In Bargaining Unit | 100 | ±1 | 63 | 37 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

12. Are you...?

| | Percent Responding | | Percentages | | Max ME |
|------------------------------|--------------------|----|-------------|-----|--------|
| | | | 1 | 2 | |
| DISABILITY | | | | | |
| No Disability | 100 | ±1 | 61 | 39 | ±1 |
| Disability | 100 | ±1 | 69 | 31 | ±2 |
| Targeted Disability | 100 | ±1 | 78 | 22 | ±3 |
| Other Disability | 100 | ±1 | 64 | 36 | ±2 |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 100 | ±1 | 43 | 57 | ±1 |
| Veteran | 100 | ±1 | 88 | 12 | ±1 |
| 10 Point 30% | 99 | ±1 | 86 | 14 | ±2 |
| 10 Point Non-30% | 100 | ±1 | 88 | 12 | ±2 |
| 5 Point | 100 | ±1 | 89 | 11 | ±1 |
| No Preference | 100 | ±1 | 78 | 22 | ±3 |
| RETIREMENT PLAN | | | | | |
| CSRS | 100 | ±1 | 63 | 37 | ±1 |
| FERS | 100 | ±1 | 64 | 36 | ±1 |
| Other Plan | 100 | ±1 | 43 | 57 | ±5 |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 100 | ±1 | 59 | 41 | ±1 |
| Optional Eligible | 100 | ±1 | 67 | 33 | ±1 |
| Discontinued Service | 100 | ±1 | 64 | 36 | ±2 |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 60 | 40 | ±2 |
| 5 to 10 Years | 100 | ±1 | 63 | 37 | ±3 |
| 11 to 20 Years | 100 | ±1 | 56 | 44 | ±1 |
| 21 to 30 Years | 100 | ±1 | 64 | 36 | ±1 |
| More Than 30 Years | 100 | ±1 | 79 | 21 | ±2 |
| AGE | | | | | |
| 30 Years Old or Less | 98 | ±1 | 57 | 43 | ±3 |
| 31 to 40 Years Old | 100 | ±1 | 57 | 43 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 60 | 40 | ±1 |
| 51 to 60 Years Old | 100 | ±1 | 68 | 32 | ±1 |
| More Than 60 Years Old | 100 | ±1 | 73 | 27 | ±3 |
| GENDER | | | | | |
| Male | 100 | ±1 | 100 | 0 | ±0 |
| Female | 100 | ±1 | 0 | 100 | ±0 |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 100 | ±1 | 66 | 34 | ±1 |
| Total Minority | 100 | ±1 | 54 | 46 | ±1 |
| Non-Hispanic Black | 100 | ±1 | 45 | 55 | ±2 |
| Hispanic | 100 | ±1 | 63 | 37 | ±3 |
| Non-Hispanic API | 100 | ±1 | 61 | 39 | ±3 |
| EDUCATION | | | | | |
| No College | 100 | ±1 | 62 | 38 | ±2 |
| Some College | 100 | ±1 | 61 | 39 | ±1 |
| 4-Year Degree | 100 | ±1 | 63 | 37 | ±2 |
| Graduate/Professional Degree | 100 | ±1 | 67 | 33 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

13. Are you Spanish/Hispanic/Latino?

| | Percent Responding | | Percentages | Max ME |
|-----------------------------|-----------------------|----|-------------|-----------|
| | | | Yes | |
| OVERALL AND COMPONENT | | | | |
| Total DoD | 99 | ±1 | 7 | ±1 |
| Army | 99 | ±1 | 7 | ±1 |
| Navy | 99 | ±1 | 7 | ±1 |
| Air Force | 99 | ±1 | 8 | ±1 |
| DoD Agencies and Activities | 99 | ±1 | 7 | ±2 |
| PAY PLAN/GRADE | | | | |
| White Collar Total | 99 | ±1 | 7 | ±1 |
| GS 1 to 4 | 97 | ±2 | 15 | ±4 |
| GS 5 to 8 | 99 | ±1 | 9 | ±1 |
| GS 9 to 12 | 99 | ±1 | 6 | ±1 |
| GS/GM 13 to 15 | 99 | ±1 | 4 | ±1 |
| SES | 99 | ±1 | 2 | ±1 |
| Blue Collar Total | 98 | ±1 | 9 | ±1 |
| WG 1 to 5 | 98 | ±2 | 9 | ±3 |
| WG 6 to 9 | 99 | ±1 | 10 | ±2 |
| WG 10 to 15 | 99 | ±1 | 9 | ±2 |
| WS/WL 1 to 19 | 99 | ±1 | 8 | ±2 |
| OCCUPATIONAL GROUPS | | | | |
| Professional | 99 | ±1 | 5 | ±1 |
| Administrative | 99 | ±1 | 5 | ±1 |
| Technical | 99 | ±1 | 8 | ±1 |
| Clerical | 98 | ±1 | 11 | ±2 |
| Other White Collar | 100 | ±1 | 12 | ±3 |
| Blue Collar | 98 | ±1 | 9 | ±1 |
| Scientists | 99 | ±1 | 3 | ±2 |
| Engineers | 99 | ±1 | 6 | ±1 |
| SUPERVISOR/MANAGER | | | | |
| Supervisor | 99 | ±1 | 7 | ±1 |
| Manager | 99 | ±1 | 5 | ±2 |
| Wage Leader | 99 | ±2 | 10 | ±3 |
| Wage Supervisor | 99 | ±1 | 9 | ±3 |
| All Others | 99 | ±1 | 7 | ±1 |
| SCHEDULE/LOCATION | | | | |
| Full-Time | 99 | ±1 | 7 | ±1 |
| Other Than Full-Time | 97 | ±3 | 13 | ±5 |
| CONUS | 99 | ±1 | 7 | ±1 |
| OCONUS | 99 | ±1 | 10 | ±2 |
| TYPE OF APPOINTMENT | | | | |
| Permanent | 99 | ±1 | 7 | ±1 |
| Non-Permanent | 99 | ±1 | 13 | ±4 |
| BARGAINING UNIT | | | | |
| Not in Bargaining Unit | 99 | ±1 | 7 | ±1 |
| In Bargaining Unit | 99 | ±1 | 8 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

13. Are you Spanish/Hispanic/Latino?

| | Percent Responding | | Percentages | Max ME |
|------------------------------|--------------------|----|-------------|--------|
| | | | Yes | |
| DISABILITY | | | | |
| No Disability | 99 | ±1 | 7 | ±1 |
| Disability | 99 | ±1 | 9 | ±1 |
| Targeted Disability | 99 | ±1 | 10 | ±2 |
| Other Disability | 99 | ±1 | 8 | ±2 |
| VETERAN/PREFERENCE | | | | |
| Non-Veteran | 99 | ±1 | 7 | ±1 |
| Veteran | 99 | ±1 | 8 | ±1 |
| 10 Point 30% | 99 | ±1 | 9 | ±2 |
| 10 Point Non-30% | 99 | ±1 | 7 | ±2 |
| 5 Point | 99 | ±1 | 8 | ±1 |
| No Preference | 99 | ±1 | 8 | ±2 |
| RETIREMENT PLAN | | | | |
| CSRS | 99 | ±1 | 7 | ±1 |
| FERS | 99 | ±1 | 7 | ±1 |
| Other Plan | 99 | ±1 | 12 | ±4 |
| RETIREMENT ELIGIBILITY | | | | |
| Not Eligible | 99 | ±1 | 6 | ±1 |
| Optional Eligible | 99 | ±1 | 8 | ±1 |
| Discontinued Service | 99 | ±1 | 7 | ±1 |
| LENGTH OF SERVICE | | | | |
| 6 Months to 4 Years | 99 | ±1 | 9 | ±2 |
| 5 to 10 Years | 99 | ±1 | 9 | ±2 |
| 11 to 20 Years | 99 | ±1 | 7 | ±1 |
| 21 to 30 Years | 99 | ±1 | 7 | ±1 |
| More Than 30 Years | 99 | ±1 | 6 | ±1 |
| AGE | | | | |
| 30 Years Old or Less | 97 | ±1 | 9 | ±2 |
| 31 to 40 Years Old | 99 | ±1 | 8 | ±2 |
| 41 to 50 Years Old | 99 | ±1 | 7 | ±1 |
| 51 to 60 Years Old | 99 | ±1 | 6 | ±1 |
| More Than 60 Years Old | 99 | ±1 | 6 | ±2 |
| GENDER | | | | |
| Male | 99 | ±1 | 7 | ±1 |
| Female | 99 | ±1 | 7 | ±1 |
| RACE/ETHNICITY | | | | |
| Non-Hispanic White | 100 | ±1 | 0 | ±0 |
| Total Minority | 98 | ±1 | 25 | ±2 |
| Non-Hispanic Black | 98 | ±1 | 0 | ±0 |
| Hispanic | 99 | ±1 | 100 | ±0 |
| Non-Hispanic API | 98 | ±1 | 0 | ±0 |
| EDUCATION | | | | |
| No College | 98 | ±1 | 9 | ±2 |
| Some College | 99 | ±1 | 8 | ±1 |
| 4-Year Degree | 99 | ±1 | 6 | ±1 |
| Graduate/Professional Degree | 99 | ±1 | 4 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

14. What is your race?1. White
4. Asian2. Black
5. Native Hawaiian/Other Pacific
Islander3. American Indian/Alaska Native
6. More than one race marked

| Percent Responding | | | Percentages | | | | | | Max ME |
|-----------------------------|----|----|-------------|----|---|----|---|---|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | |
| OVERALL AND COMPONENT | | | | | | | | | |
| Total DoD | 96 | ±1 | 78 | 15 | 2 | 6 | 0 | 2 | ±1 |
| Army | 97 | ±1 | 78 | 16 | 3 | 5 | 0 | 2 | ±1 |
| Navy | 95 | ±1 | 77 | 13 | 2 | 11 | 0 | 2 | ±1 |
| Air Force | 95 | ±1 | 83 | 12 | 3 | 4 | 0 | 2 | ±1 |
| DoD Agencies and Activities | 96 | ±1 | 75 | 18 | 2 | 6 | 0 | 2 | ±2 |
| PAY PLAN/GRADE | | | | | | | | | |
| White Collar Total | 96 | ±1 | 78 | 15 | 2 | 6 | 0 | 2 | ±1 |
| GS 1 to 4 | 91 | ±3 | 59 | 29 | 2 | 11 | 0 | 2 | ±5 |
| GS 5 to 8 | 95 | ±1 | 69 | 24 | 3 | 6 | 0 | 2 | ±2 |
| GS 9 to 12 | 96 | ±1 | 81 | 13 | 2 | 6 | 0 | 2 | ±1 |
| GS/GM 13 to 15 | 98 | ±1 | 86 | 9 | 2 | 5 | 0 | 1 | ±1 |
| SES | 98 | ±1 | 85 | NR | 4 | 2 | 0 | 3 | ±12 |
| Blue Collar Total | 94 | ±1 | 79 | 13 | 4 | 7 | 0 | 2 | ±1 |
| WG 1 to 5 | 94 | ±3 | 58 | 30 | 2 | 12 | 0 | 1 | ±5 |
| WG 6 to 9 | 94 | ±2 | 79 | 14 | 5 | 5 | 0 | 2 | ±3 |
| WG 10 to 15 | 94 | ±2 | 83 | 9 | 4 | 6 | 0 | 3 | ±2 |
| WS/WL 1 to 19 | 95 | ±2 | 82 | 11 | 3 | 7 | 1 | 3 | ±3 |
| OCCUPATIONAL GROUPS | | | | | | | | | |
| Professional | 97 | ±1 | 83 | 8 | 1 | 9 | 0 | 1 | ±1 |
| Administrative | 96 | ±1 | 81 | 15 | 2 | 4 | 0 | 2 | ±1 |
| Technical | 95 | ±1 | 73 | 20 | 3 | 6 | 0 | 2 | ±2 |
| Clerical | 94 | ±2 | 65 | 27 | 2 | 8 | 0 | 3 | ±3 |
| Other White Collar | 95 | ±2 | 78 | 16 | 3 | 5 | 0 | 2 | ±4 |
| Blue Collar | 94 | ±1 | 79 | 13 | 4 | 7 | 0 | 2 | ±1 |
| Scientists | 98 | ±1 | 90 | 5 | 1 | 5 | 0 | 1 | ±2 |
| Engineers | 97 | ±1 | 85 | 4 | 2 | 11 | 0 | 2 | ±2 |
| SUPERVISOR/MANAGER | | | | | | | | | |
| Supervisor | 96 | ±1 | 80 | 14 | 2 | 6 | 0 | 1 | ±2 |
| Manager | 97 | ±1 | 84 | 13 | 2 | 4 | 0 | 2 | ±2 |
| Wage Leader | 96 | ±2 | 79 | 14 | 3 | 7 | 1 | 3 | ±5 |
| Wage Supervisor | 96 | ±2 | 81 | 11 | 2 | 7 | 1 | 2 | ±4 |
| All Others | 96 | ±1 | 78 | 15 | 3 | 7 | 0 | 2 | ±1 |
| SCHEDULE/LOCATION | | | | | | | | | |
| Full-Time | 96 | ±1 | 79 | 15 | 2 | 6 | 0 | 2 | ±1 |
| Other Than Full-Time | 92 | ±4 | 67 | 20 | 1 | 14 | 0 | 2 | ±6 |
| CONUS | 96 | ±1 | 80 | 15 | 2 | 5 | 0 | 2 | ±1 |
| OCONUS | 92 | ±2 | 62 | 12 | 3 | 27 | 2 | 5 | ±3 |
| TYPE OF APPOINTMENT | | | | | | | | | |
| Permanent | 96 | ±1 | 79 | 15 | 2 | 6 | 0 | 2 | ±1 |
| Non-Permanent | 93 | ±3 | 72 | 19 | 2 | 9 | 0 | 2 | ±4 |
| BARGAINING UNIT | | | | | | | | | |
| Not in Bargaining Unit | 96 | ±1 | 80 | 14 | 2 | 6 | 0 | 2 | ±1 |
| In Bargaining Unit | 95 | ±1 | 76 | 16 | 3 | 7 | 0 | 2 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

14. What is your race?

| | Percent Responding | | Percentages | | | | | | Max ME |
|------------------------------|--------------------|----|-------------|-----|---|-----|---|---|--------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | |
| DISABILITY | | | | | | | | | |
| No Disability | 96 | ±1 | 79 | 14 | 2 | 7 | 0 | 2 | ±1 |
| Disability | 96 | ±1 | 73 | 19 | 5 | 6 | 0 | 3 | ±2 |
| Targeted Disability | 95 | ±2 | 77 | 16 | 5 | 6 | 0 | 3 | ±3 |
| Other Disability | 96 | ±1 | 72 | 21 | 4 | 6 | 0 | 3 | ±2 |
| VETERAN/PREFERENCE | | | | | | | | | |
| Non-Veteran | 96 | ±1 | 77 | 14 | 2 | 8 | 0 | 2 | ±1 |
| Veteran | 96 | ±1 | 80 | 15 | 3 | 4 | 0 | 2 | ±1 |
| 10 Point 30% | 96 | ±1 | 71 | 23 | 4 | 5 | 0 | 2 | ±3 |
| 10 Point Non-30% | 96 | ±2 | 76 | 18 | 3 | 5 | 0 | 2 | ±3 |
| 5 Point | 96 | ±1 | 81 | 13 | 3 | 5 | 0 | 2 | ±1 |
| No Preference | 95 | ±2 | 84 | 13 | 2 | 3 | 0 | 1 | ±3 |
| RETIREMENT PLAN | | | | | | | | | |
| CSRS | 96 | ±1 | 81 | 13 | 3 | 5 | 0 | 2 | ±1 |
| FERS | 96 | ±1 | 77 | 16 | 2 | 7 | 0 | 2 | ±1 |
| Other Plan | 92 | ±3 | 78 | 17 | 2 | 5 | 0 | 2 | ±5 |
| RETIREMENT ELIGIBILITY | | | | | | | | | |
| Not Eligible | 96 | ±1 | 79 | 15 | 2 | 6 | 0 | 2 | ±1 |
| Optional Eligible | 95 | ±1 | 77 | 15 | 3 | 7 | 0 | 2 | ±1 |
| Discontinued Service | 95 | ±1 | 80 | 15 | 3 | 5 | 0 | 2 | ±2 |
| LENGTH OF SERVICE | | | | | | | | | |
| 6 Months to 4 Years | 95 | ±1 | 74 | 16 | 3 | 9 | 0 | 2 | ±2 |
| 5 to 10 Years | 95 | ±2 | 75 | 16 | 2 | 9 | 0 | 2 | ±2 |
| 11 to 20 Years | 96 | ±1 | 77 | 16 | 2 | 7 | 0 | 2 | ±1 |
| 21 to 30 Years | 96 | ±1 | 81 | 14 | 3 | 5 | 0 | 2 | ±1 |
| More Than 30 Years | 97 | ±1 | 83 | 12 | 2 | 4 | 0 | 2 | ±2 |
| AGE | | | | | | | | | |
| 30 Years Old or Less | 91 | ±2 | 75 | 17 | 3 | 9 | 0 | 3 | ±3 |
| 31 to 40 Years Old | 95 | ±1 | 75 | 17 | 2 | 7 | 0 | 2 | ±2 |
| 41 to 50 Years Old | 96 | ±1 | 77 | 17 | 2 | 6 | 0 | 2 | ±1 |
| 51 to 60 Years Old | 97 | ±1 | 82 | 12 | 3 | 6 | 0 | 2 | ±1 |
| More Than 60 Years Old | 98 | ±1 | 81 | 10 | 2 | 8 | 0 | 1 | ±3 |
| GENDER | | | | | | | | | |
| Male | 96 | ±1 | 82 | 11 | 3 | 6 | 0 | 2 | ±1 |
| Female | 96 | ±1 | 72 | 21 | 2 | 7 | 0 | 2 | ±1 |
| RACE/ETHNICITY | | | | | | | | | |
| Non-Hispanic White | 100 | ±0 | 100 | 0 | 0 | 0 | 0 | 0 | ±0 |
| Total Minority | 93 | ±1 | 22 | 53 | 9 | 23 | 1 | 7 | ±2 |
| Non-Hispanic Black | 100 | ±0 | 0 | 100 | 0 | 0 | 0 | 0 | ±0 |
| Hispanic | 72 | ±3 | 88 | 6 | 5 | 5 | 1 | 3 | ±3 |
| Non-Hispanic API | 100 | ±0 | 0 | 0 | 0 | 100 | 0 | 0 | ±0 |
| EDUCATION | | | | | | | | | |
| No College | 94 | ±2 | 78 | 15 | 2 | 6 | 0 | 2 | ±2 |
| Some College | 95 | ±1 | 76 | 18 | 3 | 5 | 0 | 2 | ±1 |
| 4-Year Degree | 96 | ±1 | 79 | 12 | 2 | 9 | 0 | 2 | ±1 |
| Graduate/Professional Degree | 97 | ±1 | 84 | 10 | 2 | 6 | 0 | 2 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

15. In total, how many years of service have you completed with the Federal government?

1. 5 years or less

2. 6-9 years

3. 10-19 years

4. 20 years or more

| | Percent Responding | | Percentages | | | | Max ME | Average Years of Service | | |
|-----------------------------|--------------------|----|-------------|----|----|----|--------|--------------------------|------|--|
| | | | 1 | 2 | 3 | 4 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | |
| Total DoD | 100 | ±1 | 16 | 6 | 28 | 50 | ±1 | 18.6 | ±0.2 | |
| Army | 100 | ±1 | 16 | 6 | 28 | 50 | ±2 | 18.6 | ±0.3 | |
| Navy | 100 | ±1 | 14 | 5 | 28 | 52 | ±2 | 19.3 | ±0.3 | |
| Air Force | 99 | ±1 | 17 | 6 | 28 | 48 | ±2 | 18.2 | ±0.3 | |
| DoD Agencies and Activities | 99 | ±1 | 16 | 5 | 31 | 48 | ±2 | 18.1 | ±0.4 | |
| PAY PLAN/GRADE | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 16 | 6 | 30 | 49 | ±1 | 18.6 | ±0.2 | |
| GS 1 to 4 | 99 | ±1 | 48 | 8 | 26 | 18 | ±5 | 9.8 | ±0.7 | |
| GS 5 to 8 | 100 | ±1 | 18 | 7 | 35 | 39 | ±2 | 16.5 | ±0.3 | |
| GS 9 to 12 | 100 | ±1 | 14 | 5 | 28 | 53 | ±1 | 19.5 | ±0.2 | |
| GS/GM 13 to 15 | 100 | ±1 | 5 | 3 | 29 | 63 | ±2 | 22.5 | ±0.3 | |
| SES | 100 | ±1 | 4 | 1 | 11 | 84 | ±5 | 26.4 | ±0.9 | |
| Blue Collar Total | 99 | ±1 | 17 | 7 | 24 | 52 | ±2 | 18.6 | ±0.3 | |
| WG 1 to 5 | 98 | ±3 | 38 | 8 | 20 | 34 | ±6 | 13.3 | ±1.2 | |
| WG 6 to 9 | 100 | ±1 | 25 | 8 | 26 | 42 | ±3 | 16.1 | ±0.7 | |
| WG 10 to 15 | 100 | ±1 | 13 | 8 | 28 | 52 | ±3 | 18.9 | ±0.5 | |
| WS/WL 1 to 19 | 100 | ±0 | 5 | 3 | 19 | 73 | ±3 | 23.5 | ±0.6 | |
| OCCUPATIONAL GROUPS | | | | | | | | | | |
| Professional | 100 | ±1 | 18 | 6 | 33 | 42 | ±2 | 17.2 | ±0.3 | |
| Administrative | 100 | ±1 | 10 | 4 | 25 | 61 | ±2 | 21.4 | ±0.3 | |
| Technical | 99 | ±1 | 15 | 7 | 32 | 47 | ±2 | 18.2 | ±0.4 | |
| Clerical | 100 | ±1 | 27 | 6 | 34 | 33 | ±3 | 14.8 | ±0.6 | |
| Other White Collar | 100 | ±0 | 34 | 10 | 22 | 33 | ±4 | 13.6 | ±0.9 | |
| Blue Collar | 99 | ±1 | 17 | 7 | 24 | 52 | ±2 | 18.6 | ±0.3 | |
| Scientists | 99 | ±1 | 20 | 8 | 28 | 44 | ±3 | 17.1 | ±0.7 | |
| Engineers | 100 | ±1 | 15 | 5 | 31 | 49 | ±2 | 18.8 | ±0.3 | |
| SUPERVISOR/MANAGER | | | | | | | | | | |
| Supervisor | 100 | ±1 | 8 | 5 | 27 | 60 | ±2 | 21.1 | ±0.4 | |
| Manager | 100 | ±1 | 7 | 4 | 22 | 67 | ±3 | 23.1 | ±0.5 | |
| Wage Leader | 100 | ±0 | 11 | 8 | 27 | 54 | ±5 | 19.6 | ±1.0 | |
| Wage Supervisor | 100 | ±1 | 8 | 4 | 23 | 65 | ±4 | 22.3 | ±0.8 | |
| All Others | 100 | ±1 | 18 | 6 | 30 | 46 | ±1 | 17.7 | ±0.2 | |
| SCHEDULE/LOCATION | | | | | | | | | | |
| Full-Time | 100 | ±1 | 14 | 6 | 29 | 51 | ±1 | 19.0 | ±0.2 | |
| Other Than Full-Time | 96 | ±4 | 61 | 9 | 18 | 12 | ±6 | 7.3 | ±0.9 | |
| CONUS | 100 | ±1 | 15 | 6 | 29 | 50 | ±1 | 18.8 | ±0.2 | |
| OCONUS | 99 | ±1 | 23 | 9 | 27 | 41 | ±3 | 16.3 | ±0.6 | |
| TYPE OF APPOINTMENT | | | | | | | | | | |
| Permanent | 100 | ±1 | 13 | 6 | 29 | 52 | ±1 | 19.2 | ±0.2 | |
| Non-Permanent | 97 | ±3 | 69 | 8 | 10 | 12 | ±4 | 6.5 | ±0.6 | |
| BARGAINING UNIT | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 16 | 5 | 27 | 52 | ±1 | 19.1 | ±0.2 | |
| In Bargaining Unit | 99 | ±1 | 17 | 6 | 30 | 47 | ±1 | 17.9 | ±0.2 | |

Note. Percent responding are Civilian employees who answered the question.

15. In total, how many years of service have you completed with the Federal government?

| | Percent Responding | | Percentages | | | | Max ME | Average Years of Service | | |
|------------------------------|--------------------|----|-------------|----|----|-----|--------|--------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | | | | |
| DISABILITY | | | | | | | | | | |
| No Disability | 100 | ±1 | 17 | 6 | 29 | 48 | ±1 | 18.3 | ±0.2 | <div></div> |
| Disability | 100 | ±1 | 13 | 5 | 25 | 56 | ±2 | 19.9 | ±0.4 | <div></div> |
| Targeted Disability | 100 | ±1 | 12 | 6 | 27 | 55 | ±3 | 19.6 | ±0.6 | <div></div> |
| Other Disability | 100 | ±1 | 14 | 5 | 25 | 57 | ±2 | 20.1 | ±0.4 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 18 | 5 | 33 | 44 | ±1 | 17.3 | ±0.2 | <div></div> |
| Veteran | 100 | ±1 | 13 | 7 | 23 | 57 | ±1 | 20.2 | ±0.2 | <div></div> |
| 10 Point 30% | 99 | ±1 | 20 | 6 | 21 | 52 | ±3 | 18.9 | ±0.6 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 16 | 8 | 20 | 56 | ±3 | 19.8 | ±0.6 | <div></div> |
| 5 Point | 100 | ±1 | 10 | 6 | 22 | 62 | ±2 | 21.4 | ±0.3 | <div></div> |
| No Preference | 100 | ±1 | 16 | 11 | 34 | 39 | ±3 | 16.4 | ±0.6 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | |
| CSRS | 100 | ±1 | 3 | 1 | 4 | 93 | ±1 | 26.6 | ±0.2 | <div></div> |
| FERS | 100 | ±1 | 22 | 9 | 44 | 25 | ±1 | 14.4 | ±0.2 | <div></div> |
| Other Plan | 96 | ±3 | 55 | 6 | 10 | 29 | ±5 | 10.3 | ±1.0 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 22 | 8 | 35 | 35 | ±1 | 15.2 | ±0.2 | <div></div> |
| Optional Eligible | 99 | ±1 | 11 | 5 | 25 | 59 | ±2 | 21.9 | ±0.3 | <div></div> |
| Discontinued Service | 100 | ±1 | 4 | 3 | 15 | 79 | ±2 | 23.4 | ±0.3 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 95 | 1 | 1 | 4 | ±1 | 3.0 | ±0.2 | <div></div> |
| 5 to 10 Years | 100 | ±0 | 17 | 60 | 22 | 1 | ±3 | 7.8 | ±0.2 | <div></div> |
| 11 to 20 Years | 100 | ±0 | 0 | 0 | 84 | 15 | ±1 | 16.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±0 | 0 | 0 | 0 | 100 | ±1 | 25.2 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±0 | 0 | 0 | 0 | 100 | ±1 | 35.0 | ±0.2 | <div></div> |
| AGE | | | | | | | | | | |
| 30 Years Old or Less | 97 | ±1 | 69 | 14 | 10 | 7 | ±3 | 5.7 | ±0.4 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 27 | 12 | 54 | 7 | ±2 | 10.9 | ±0.3 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 11 | 5 | 30 | 54 | ±2 | 18.5 | ±0.2 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 5 | 3 | 20 | 73 | ±1 | 24.3 | ±0.2 | <div></div> |
| More Than 60 Years Old | 100 | ±1 | 2 | 2 | 23 | 73 | ±3 | 27.7 | ±0.6 | <div></div> |
| GENDER | | | | | | | | | | |
| Male | 100 | ±1 | 15 | 6 | 25 | 54 | ±1 | 19.5 | ±0.2 | <div></div> |
| Female | 99 | ±1 | 17 | 6 | 34 | 43 | ±2 | 17.1 | ±0.2 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 15 | 5 | 28 | 52 | ±1 | 19.1 | ±0.2 | <div></div> |
| Total Minority | 99 | ±1 | 19 | 7 | 30 | 44 | ±2 | 17.3 | ±0.3 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 17 | 6 | 32 | 45 | ±2 | 17.9 | ±0.4 | <div></div> |
| Hispanic | 100 | ±1 | 19 | 8 | 28 | 45 | ±3 | 17.2 | ±0.6 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 23 | 9 | 33 | 35 | ±3 | 15.5 | ±0.6 | <div></div> |
| EDUCATION | | | | | | | | | | |
| No College | 99 | ±1 | 13 | 4 | 28 | 55 | ±2 | 19.9 | ±0.4 | <div></div> |
| Some College | 100 | ±1 | 15 | 6 | 27 | 52 | ±1 | 19.1 | ±0.2 | <div></div> |
| 4-Year Degree | 99 | ±1 | 20 | 6 | 31 | 43 | ±2 | 17.1 | ±0.3 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 16 | 7 | 30 | 48 | ±2 | 18.2 | ±0.4 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

16. In total, how many years of service have you completed with the Department of Defense?

1. 5 years or less

2. 6-9 years

3. 10-19 years

4. 20 years or more

| | Percent Responding | | Percentages | | | | Max ME | Average Years of Service | | |
|-----------------------------|--------------------|----|-------------|----|----|----|--------|--------------------------|------|--|
| | | | 1 | 2 | 3 | 4 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | |
| Total DoD | 98 | ±1 | 16 | 6 | 29 | 50 | ±1 | 18.6 | ±0.2 | |
| Army | 98 | ±1 | 16 | 6 | 28 | 50 | ±2 | 18.7 | ±0.3 | |
| Navy | 99 | ±1 | 13 | 5 | 28 | 53 | ±2 | 19.4 | ±0.3 | |
| Air Force | 98 | ±1 | 15 | 6 | 27 | 52 | ±2 | 19.0 | ±0.3 | |
| DoD Agencies and Activities | 98 | ±1 | 18 | 7 | 33 | 42 | ±2 | 17.0 | ±0.4 | |
| PAY PLAN/GRADE | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 15 | 6 | 30 | 49 | ±1 | 18.6 | ±0.2 | |
| GS 1 to 4 | 95 | ±2 | 49 | 9 | 26 | 16 | ±5 | 9.5 | ±0.7 | |
| GS 5 to 8 | 97 | ±1 | 19 | 8 | 36 | 37 | ±2 | 16.1 | ±0.3 | |
| GS 9 to 12 | 99 | ±1 | 12 | 5 | 28 | 55 | ±1 | 19.8 | ±0.2 | |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 3 | 29 | 64 | ±2 | 22.5 | ±0.3 | |
| SES | 99 | ±1 | 5 | 2 | 11 | 82 | ±5 | 25.7 | ±0.8 | |
| Blue Collar Total | 97 | ±1 | 17 | 6 | 24 | 53 | ±2 | 18.8 | ±0.3 | |
| WG 1 to 5 | 95 | ±3 | 41 | 6 | 20 | 33 | ±6 | 12.9 | ±1.2 | |
| WG 6 to 9 | 97 | ±2 | 23 | 8 | 26 | 43 | ±3 | 16.4 | ±0.7 | |
| WG 10 to 15 | 98 | ±1 | 12 | 6 | 28 | 54 | ±3 | 19.3 | ±0.5 | |
| WS/WL 1 to 19 | 99 | ±1 | 6 | 3 | 18 | 72 | ±3 | 23.4 | ±0.6 | |
| OCCUPATIONAL GROUPS | | | | | | | | | | |
| Professional | 99 | ±1 | 19 | 7 | 34 | 41 | ±2 | 16.9 | ±0.3 | |
| Administrative | 99 | ±1 | 8 | 4 | 26 | 63 | ±2 | 21.9 | ±0.3 | |
| Technical | 97 | ±1 | 14 | 7 | 32 | 48 | ±2 | 18.3 | ±0.4 | |
| Clerical | 96 | ±1 | 29 | 7 | 34 | 30 | ±3 | 14.2 | ±0.6 | |
| Other White Collar | 99 | ±1 | 36 | 11 | 24 | 29 | ±4 | 12.7 | ±0.8 | |
| Blue Collar | 97 | ±1 | 17 | 6 | 24 | 53 | ±2 | 18.8 | ±0.3 | |
| Scientists | 98 | ±2 | 22 | 8 | 28 | 42 | ±3 | 16.8 | ±0.7 | |
| Engineers | 99 | ±1 | 14 | 5 | 32 | 49 | ±2 | 18.8 | ±0.3 | |
| SUPERVISOR/MANAGER | | | | | | | | | | |
| Supervisor | 98 | ±1 | 7 | 4 | 27 | 61 | ±2 | 21.5 | ±0.4 | |
| Manager | 99 | ±1 | 5 | 3 | 21 | 70 | ±3 | 23.5 | ±0.5 | |
| Wage Leader | 98 | ±2 | 12 | 7 | 28 | 53 | ±5 | 19.6 | ±1.0 | |
| Wage Supervisor | 99 | ±1 | 8 | 4 | 21 | 67 | ±4 | 22.5 | ±0.8 | |
| All Others | 98 | ±1 | 18 | 6 | 30 | 46 | ±1 | 17.6 | ±0.2 | |
| SCHEDULE/LOCATION | | | | | | | | | | |
| Full-Time | 98 | ±1 | 14 | 6 | 29 | 51 | ±1 | 19.0 | ±0.2 | |
| Other Than Full-Time | 94 | ±3 | 65 | 9 | 16 | 11 | ±6 | 6.7 | ±0.9 | |
| CONUS | 98 | ±1 | 15 | 6 | 29 | 51 | ±1 | 18.9 | ±0.2 | |
| OCONUS | 98 | ±1 | 24 | 8 | 26 | 41 | ±3 | 16.3 | ±0.6 | |
| TYPE OF APPOINTMENT | | | | | | | | | | |
| Permanent | 98 | ±1 | 13 | 6 | 30 | 52 | ±1 | 19.3 | ±0.2 | |
| Non-Permanent | 96 | ±2 | 69 | 8 | 10 | 14 | ±4 | 6.7 | ±0.6 | |
| BARGAINING UNIT | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 15 | 5 | 27 | 52 | ±1 | 19.2 | ±0.2 | |
| In Bargaining Unit | 98 | ±1 | 16 | 7 | 31 | 47 | ±1 | 17.9 | ±0.2 | |

Note. Percent responding are Civilian employees who answered the question.

16. In total, how many years of service have you completed with the Department of Defense?

| | Percent Responding | | Percentages | | | | Max ME | Average Years of Service | | | |
|------------------------------|--------------------|----|-------------|----|----|----|--------|--------------------------|------|-------------|--|
| | | | 1 | 2 | 3 | 4 | | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 16 | 6 | 30 | 48 | ±1 | 18.3 | ±0.2 | <div></div> | |
| Disability | 98 | ±1 | 12 | 5 | 25 | 58 | ±2 | 20.4 | ±0.4 | <div></div> | |
| Targeted Disability | 98 | ±1 | 11 | 6 | 25 | 58 | ±3 | 20.2 | ±0.6 | <div></div> | |
| Other Disability | 98 | ±1 | 12 | 5 | 25 | 58 | ±2 | 20.5 | ±0.4 | <div></div> | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 19 | 5 | 34 | 41 | ±1 | 16.8 | ±0.2 | <div></div> | |
| Veteran | 98 | ±1 | 11 | 7 | 22 | 61 | ±1 | 21.0 | ±0.2 | <div></div> | |
| 10 Point 30% | 98 | ±1 | 16 | 5 | 18 | 61 | ±3 | 20.6 | ±0.6 | <div></div> | |
| 10 Point Non-30% | 98 | ±1 | 11 | 8 | 19 | 62 | ±3 | 21.4 | ±0.6 | <div></div> | |
| 5 Point | 98 | ±1 | 9 | 6 | 22 | 64 | ±2 | 21.7 | ±0.3 | <div></div> | |
| No Preference | 98 | ±1 | 14 | 10 | 31 | 45 | ±3 | 17.5 | ±0.6 | <div></div> | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 3 | 1 | 7 | 89 | ±1 | 25.8 | ±0.2 | <div></div> | |
| FERS | 98 | ±1 | 20 | 9 | 43 | 28 | ±1 | 15.0 | ±0.2 | <div></div> | |
| Other Plan | 95 | ±3 | 58 | 6 | 11 | 26 | ±5 | 9.5 | ±1.0 | <div></div> | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 21 | 8 | 35 | 37 | ±1 | 15.5 | ±0.2 | <div></div> | |
| Optional Eligible | 98 | ±1 | 11 | 4 | 25 | 60 | ±2 | 21.9 | ±0.3 | <div></div> | |
| Discontinued Service | 98 | ±1 | 5 | 3 | 17 | 76 | ±2 | 22.8 | ±0.3 | <div></div> | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 76 | 4 | 6 | 15 | ±2 | 6.2 | ±0.3 | <div></div> | |
| 5 to 10 Years | 98 | ±1 | 23 | 44 | 22 | 11 | ±3 | 9.7 | ±0.3 | <div></div> | |
| 11 to 20 Years | 99 | ±1 | 4 | 2 | 75 | 19 | ±1 | 16.4 | ±0.2 | <div></div> | |
| 21 to 30 Years | 98 | ±1 | 2 | 1 | 6 | 91 | ±1 | 23.9 | ±0.2 | <div></div> | |
| More Than 30 Years | 98 | ±1 | 1 | 0 | 5 | 94 | ±1 | 32.7 | ±0.3 | <div></div> | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 67 | 16 | 11 | 6 | ±3 | 5.7 | ±0.4 | <div></div> | |
| 31 to 40 Years Old | 99 | ±1 | 26 | 12 | 53 | 9 | ±2 | 11.1 | ±0.3 | <div></div> | |
| 41 to 50 Years Old | 98 | ±1 | 10 | 4 | 31 | 55 | ±2 | 18.7 | ±0.2 | <div></div> | |
| 51 to 60 Years Old | 98 | ±1 | 5 | 3 | 20 | 73 | ±1 | 24.2 | ±0.2 | <div></div> | |
| More Than 60 Years Old | 97 | ±1 | 4 | 2 | 23 | 72 | ±3 | 27.5 | ±0.7 | <div></div> | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 14 | 6 | 25 | 56 | ±1 | 19.9 | ±0.2 | <div></div> | |
| Female | 97 | ±1 | 19 | 6 | 36 | 40 | ±2 | 16.4 | ±0.3 | <div></div> | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 14 | 6 | 28 | 52 | ±1 | 19.2 | ±0.2 | <div></div> | |
| Total Minority | 98 | ±1 | 19 | 7 | 30 | 44 | ±2 | 17.1 | ±0.3 | <div></div> | |
| Non-Hispanic Black | 97 | ±1 | 18 | 6 | 33 | 44 | ±2 | 17.4 | ±0.4 | <div></div> | |
| Hispanic | 98 | ±1 | 20 | 8 | 28 | 45 | ±3 | 17.0 | ±0.6 | <div></div> | |
| Non-Hispanic API | 97 | ±2 | 22 | 8 | 31 | 39 | ±3 | 16.1 | ±0.7 | <div></div> | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 13 | 5 | 29 | 53 | ±2 | 19.5 | ±0.5 | <div></div> | |
| Some College | 98 | ±1 | 15 | 6 | 27 | 52 | ±1 | 19.2 | ±0.2 | <div></div> | |
| 4-Year Degree | 98 | ±1 | 18 | 7 | 32 | 43 | ±2 | 17.2 | ±0.3 | <div></div> | |
| Graduate/Professional Degree | 99 | ±1 | 14 | 6 | 30 | 49 | ±2 | 18.5 | ±0.4 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

17. On your last birthday, how old were you?

1. 30 years old or less

2. 31-40 years old

3. 41 to 50 years old

4. 51-60 years old

5. More than 60 years old

| | Percent Responding | | Percentages | | | | | Max ME | Average Age | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 7 | 17 | 36 | 34 | 6 | ±1 | 46.8 | ±0.2 | <div></div> |
| Army | 99 | ±1 | 7 | 17 | 35 | 36 | 6 | ±2 | 47.1 | ±0.3 | <div></div> |
| Navy | 99 | ±1 | 7 | 17 | 37 | 34 | 5 | ±2 | 47.0 | ±0.3 | <div></div> |
| Air Force | 98 | ±1 | 8 | 18 | 37 | 31 | 6 | ±2 | 46.3 | ±0.3 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 8 | 17 | 36 | 35 | 5 | ±2 | 46.7 | ±0.4 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 7 | 17 | 37 | 34 | 6 | ±1 | 47.0 | ±0.2 | <div></div> |
| GS 1 to 4 | 98 | ±1 | 27 | 23 | 28 | 18 | 4 | ±5 | 39.6 | ±1.2 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 9 | 20 | 35 | 31 | 5 | ±2 | 46.0 | ±0.3 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 5 | 15 | 38 | 36 | 6 | ±1 | 47.8 | ±0.2 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 1 | 14 | 40 | 39 | 6 | ±2 | 49.2 | ±0.2 | <div></div> |
| SES | NR | ±0 | 1 | 5 | 31 | 53 | 11 | ±8 | 52.3 | ±1.3 | <div></div> |
| Blue Collar Total | 99 | ±1 | 9 | 17 | 34 | 35 | 4 | ±2 | 46.2 | ±0.3 | <div></div> |
| WG 1 to 5 | 100 | ±1 | 19 | 17 | 30 | 30 | 5 | ±6 | 43.3 | ±1.6 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 12 | 19 | 32 | 32 | 5 | ±3 | 45.4 | ±0.7 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 8 | 20 | 34 | 33 | 4 | ±3 | 45.9 | ±0.5 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 3 | 11 | 38 | 44 | 4 | ±4 | 49.0 | ±0.6 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 8 | 20 | 36 | 30 | 6 | ±2 | 46.3 | ±0.3 | <div></div> |
| Administrative | 99 | ±1 | 3 | 13 | 39 | 39 | 6 | ±2 | 48.8 | ±0.3 | <div></div> |
| Technical | 98 | ±1 | 6 | 17 | 38 | 33 | 6 | ±2 | 47.1 | ±0.4 | <div></div> |
| Clerical | 98 | ±1 | 14 | 21 | 32 | 28 | 5 | ±3 | 44.2 | ±0.7 | <div></div> |
| Other White Collar | 100 | ±1 | 22 | 26 | 26 | 24 | 3 | ±4 | 41.0 | ±0.9 | <div></div> |
| Blue Collar | 99 | ±1 | 9 | 18 | 33 | 35 | 4 | ±2 | 46.2 | ±0.3 | <div></div> |
| Scientists | 99 | ±1 | 7 | 18 | 35 | 32 | 9 | ±3 | 47.4 | ±0.7 | <div></div> |
| Engineers | 99 | ±1 | 8 | 19 | 38 | 29 | 6 | ±2 | 46.1 | ±0.3 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 3 | 13 | 38 | 39 | 7 | ±2 | 48.8 | ±0.4 | <div></div> |
| Manager | 99 | ±1 | 2 | 10 | 39 | 42 | 7 | ±3 | 49.7 | ±0.5 | <div></div> |
| Wage Leader | 100 | ±1 | 4 | 18 | 40 | 32 | 6 | ±5 | 47.5 | ±0.9 | <div></div> |
| Wage Supervisor | 99 | ±1 | 3 | 13 | 38 | 43 | 3 | ±4 | 48.4 | ±0.7 | <div></div> |
| All Others | 99 | ±1 | 9 | 18 | 35 | 32 | 5 | ±1 | 46.2 | ±0.2 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 6 | 17 | 36 | 35 | 6 | ±1 | 47.2 | ±0.2 | <div></div> |
| Other Than Full-Time | 99 | ±2 | 35 | 26 | 26 | 11 | 3 | ±6 | 36.3 | ±1.5 | <div></div> |
| CONUS | 99 | ±1 | 7 | 17 | 36 | 34 | 6 | ±1 | 46.9 | ±0.2 | <div></div> |
| OCONUS | 99 | ±1 | 8 | 22 | 35 | 30 | 5 | ±3 | 45.8 | ±0.6 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 6 | 17 | 36 | 35 | 6 | ±1 | 47.4 | ±0.2 | <div></div> |
| Non-Permanent | 99 | ±1 | 36 | 24 | 26 | 12 | 3 | ±5 | 36.7 | ±1.0 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 7 | 16 | 36 | 36 | 6 | ±1 | 47.2 | ±0.2 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 7 | 19 | 36 | 32 | 5 | ±1 | 46.3 | ±0.2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

17. On your last birthday, how old were you?

| Percent Responding | | | Percentages | | | | | Max ME | Average Age | | |
|------------------------------|-----|----|-------------|-----|-----|-----|-----|--------|-------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 8 | 18 | 36 | 32 | 5 | ±1 | 46.2 | ±0.2 | <div></div> |
| Disability | 99 | ±1 | 2 | 11 | 36 | 43 | 8 | ±2 | 49.8 | ±0.3 | <div></div> |
| Targeted Disability | 99 | ±1 | 2 | 12 | 38 | 40 | 7 | ±3 | 49.2 | ±0.5 | <div></div> |
| Other Disability | 99 | ±1 | 3 | 10 | 34 | 45 | 8 | ±2 | 50.0 | ±0.4 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 10 | 20 | 38 | 28 | 4 | ±1 | 45.2 | ±0.2 | <div></div> |
| Veteran | 99 | ±1 | 4 | 14 | 34 | 42 | 7 | ±1 | 48.9 | ±0.2 | <div></div> |
| 10 Point 30% | 99 | ±1 | 3 | 10 | 37 | 41 | 9 | ±3 | 49.8 | ±0.5 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 3 | 12 | 32 | 44 | 9 | ±3 | 49.9 | ±0.6 | <div></div> |
| 5 Point | 99 | ±1 | 3 | 13 | 31 | 46 | 7 | ±2 | 49.7 | ±0.3 | <div></div> |
| No Preference | 99 | ±1 | 9 | 26 | 43 | 18 | 4 | ±3 | 43.6 | ±0.6 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 1 | 3 | 36 | 52 | 8 | ±2 | 51.7 | ±0.2 | <div></div> |
| FERS | 99 | ±1 | 10 | 25 | 36 | 25 | 4 | ±1 | 44.4 | ±0.2 | <div></div> |
| Other Plan | 98 | ±2 | 32 | 19 | 25 | 20 | 4 | ±6 | 39.1 | ±1.4 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 11 | 23 | 43 | 22 | 1 | ±1 | 43.3 | ±0.2 | <div></div> |
| Optional Eligible | 99 | ±1 | 3 | 11 | 24 | 46 | 15 | ±2 | 51.4 | ±0.3 | <div></div> |
| Discontinued Service | 99 | ±1 | 2 | 8 | 35 | 53 | 1 | ±2 | 49.5 | ±0.3 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 35 | 28 | 27 | 10 | 1 | ±2 | 36.5 | ±0.5 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 18 | 35 | 29 | 16 | 2 | ±3 | 40.5 | ±0.5 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 1 | 29 | 40 | 25 | 5 | ±2 | 46.0 | ±0.2 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 0 | 2 | 50 | 43 | 5 | ±2 | 50.6 | ±0.2 | <div></div> |
| More Than 30 Years | 99 | ±1 | 0 | 0 | 5 | 76 | 19 | ±2 | 56.7 | ±0.2 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 84 | ±2 | 100 | 0 | 0 | 0 | 0 | ±0 | 25.7 | ±0.3 | <div></div> |
| 31 to 40 Years Old | 100 | ±0 | 0 | 100 | 0 | 0 | 0 | ±0 | 36.5 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±0 | 0 | 0 | 100 | 0 | 0 | ±0 | 45.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±0 | 0 | 0 | 0 | 100 | 0 | ±0 | 54.8 | ±0.1 | <div></div> |
| More Than 60 Years Old | 100 | ±0 | 0 | 0 | 0 | 0 | 100 | ±0 | 63.9 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 7 | 16 | 34 | 37 | 6 | ±1 | 47.5 | ±0.2 | <div></div> |
| Female | 98 | ±1 | 8 | 20 | 39 | 29 | 4 | ±2 | 45.7 | ±0.3 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 7 | 16 | 35 | 36 | 6 | ±1 | 47.2 | ±0.2 | <div></div> |
| Total Minority | 98 | ±1 | 8 | 20 | 38 | 30 | 5 | ±2 | 45.9 | ±0.3 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 7 | 20 | 41 | 27 | 4 | ±2 | 45.6 | ±0.4 | <div></div> |
| Hispanic | 99 | ±1 | 10 | 20 | 35 | 30 | 5 | ±3 | 45.5 | ±0.6 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 8 | 20 | 32 | 32 | 7 | ±3 | 46.6 | ±0.7 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 5 | 15 | 34 | 39 | 7 | ±2 | 48.3 | ±0.5 | <div></div> |
| Some College | 99 | ±1 | 8 | 17 | 36 | 34 | 5 | ±1 | 46.6 | ±0.2 | <div></div> |
| 4-Year Degree | 98 | ±1 | 9 | 19 | 38 | 29 | 5 | ±2 | 45.6 | ±0.3 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 4 | 17 | 36 | 37 | 7 | ±2 | 48.2 | ±0.3 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

18. What is the highest degree or level of school that you have completed?

- | | | |
|---|---|--|
| 1. 12 years or less of school (no diploma) | 2. High school graduate-high school diploma or equivalent (e.g., GED) | 3. Some college credit, but less than 1 year |
| 4. 1 or more years of college, no degree | 5. Associate's degree (e.g., AA, AS) | 6. Bachelor's degree (e.g., BA, AB, BS) |
| 7. Master's degree (e.g., MA/MS/MEng/MBA/MSW) | 8. Doctoral or professional degree (e.g., PhD/MD/JD/DVM) | |

| Percent Responding | | | Percentages | | | | | | | | Max ME |
|-----------------------------|-----|----|-------------|----|----|----|----|----|----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 1 | 12 | 13 | 22 | 12 | 24 | 13 | 2 | ±1 |
| Army | 100 | ±1 | 1 | 12 | 12 | 21 | 12 | 25 | 13 | 3 | ±1 |
| Navy | 100 | ±1 | 1 | 12 | 13 | 20 | 12 | 27 | 12 | 2 | ±2 |
| Air Force | 100 | ±1 | 1 | 11 | 15 | 25 | 14 | 21 | 12 | 2 | ±2 |
| DoD Agencies and Activities | 100 | ±1 | 2 | 14 | 12 | 22 | 12 | 23 | 13 | 2 | ±2 |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 1 | 9 | 11 | 20 | 11 | 30 | 16 | 3 | ±1 |
| GS 1 to 4 | 100 | ±1 | 2 | 20 | 15 | 35 | 17 | 9 | 1 | 0 | ±5 |
| GS 5 to 8 | 100 | ±1 | 2 | 17 | 20 | 30 | 16 | 15 | 2 | 0 | ±2 |
| GS 9 to 12 | 100 | ±1 | 0 | 7 | 11 | 20 | 12 | 34 | 14 | 1 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 0 | 1 | 3 | 8 | 4 | 41 | 35 | 7 | ±2 |
| SES | 100 | ±0 | 0 | 0 | 0 | 0 | 0 | 14 | 63 | 22 | ±7 |
| Blue Collar Total | 100 | ±1 | 3 | 26 | 20 | 29 | 16 | 4 | 0 | 0 | ±2 |
| WG 1 to 5 | 100 | ±1 | 6 | 30 | 16 | 31 | 13 | 3 | 0 | 0 | ±5 |
| WG 6 to 9 | 100 | ±1 | 4 | 36 | 19 | 25 | 12 | 4 | 0 | 0 | ±3 |
| WG 10 to 15 | 100 | ±1 | 2 | 23 | 21 | 32 | 17 | 4 | 1 | 0 | ±3 |
| WS/WL 1 to 19 | 100 | ±1 | 2 | 21 | 21 | 29 | 21 | 6 | 1 | 0 | ±3 |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 0 | 0 | 1 | 3 | 3 | 50 | 35 | 8 | ±2 |
| Administrative | 100 | ±1 | 0 | 7 | 12 | 22 | 12 | 31 | 15 | 1 | ±2 |
| Technical | 100 | ±1 | 1 | 15 | 18 | 31 | 17 | 14 | 3 | 0 | ±2 |
| Clerical | 100 | ±1 | 2 | 21 | 19 | 31 | 15 | 10 | 1 | 0 | ±3 |
| Other White Collar | 100 | ±0 | 1 | 14 | 19 | 33 | 19 | 10 | 3 | 0 | ±4 |
| Blue Collar | 100 | ±1 | 3 | 26 | 20 | 29 | 16 | 5 | 0 | 0 | ±2 |
| Scientists | 100 | ±1 | 0 | 1 | 3 | 5 | 3 | 34 | 29 | 25 | ±3 |
| Engineers | 100 | ±1 | 0 | 3 | 5 | 8 | 6 | 48 | 27 | 3 | ±2 |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 1 | 8 | 11 | 19 | 10 | 29 | 20 | 4 | ±2 |
| Manager | 100 | ±1 | 0 | 4 | 8 | 17 | 9 | 33 | 25 | 3 | ±3 |
| Wage Leader | 100 | ±0 | 2 | 24 | 16 | 28 | 13 | 12 | 4 | 1 | ±5 |
| Wage Supervisor | 100 | ±1 | 2 | 18 | 22 | 25 | 18 | 11 | 4 | 1 | ±4 |
| All Others | 100 | ±1 | 1 | 13 | 14 | 22 | 13 | 24 | 11 | 2 | ±1 |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 1 | 12 | 13 | 22 | 12 | 24 | 13 | 2 | ±1 |
| Other Than Full-Time | 100 | ±0 | 3 | 11 | 11 | 30 | 14 | 23 | 7 | 0 | ±6 |
| CONUS | 100 | ±1 | 1 | 13 | 14 | 22 | 12 | 24 | 12 | 2 | ±1 |
| OCONUS | 100 | ±1 | 1 | 8 | 9 | 21 | 16 | 27 | 17 | 1 | ±3 |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 1 | 13 | 13 | 22 | 12 | 24 | 13 | 2 | ±1 |
| Non-Permanent | 100 | ±1 | 2 | 10 | 9 | 29 | 17 | 22 | 9 | 2 | ±4 |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 1 | 10 | 11 | 19 | 11 | 29 | 16 | 3 | ±1 |
| In Bargaining Unit | 100 | ±1 | 2 | 15 | 16 | 25 | 14 | 19 | 8 | 1 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

18. What is the highest degree or level of school that you have completed?

| Percent Responding | | | Percentages | | | | | | | | Max ME |
|------------------------------|-----|----|-------------|----|----|----|----|-----|----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 1 | 12 | 13 | 21 | 12 | 25 | 13 | 2 | ±1 |
| Disability | 100 | ±1 | 2 | 15 | 14 | 25 | 14 | 19 | 9 | 1 | ±2 |
| Targeted Disability | 100 | ±1 | 2 | 16 | 15 | 27 | 15 | 16 | 8 | 1 | ±3 |
| Other Disability | 100 | ±1 | 2 | 14 | 14 | 25 | 14 | 20 | 10 | 1 | ±2 |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 1 | 13 | 12 | 19 | 10 | 28 | 15 | 2 | ±1 |
| Veteran | 100 | ±1 | 1 | 12 | 14 | 26 | 15 | 19 | 10 | 2 | ±1 |
| 10 Point 30% | 100 | ±1 | 1 | 10 | 10 | 26 | 18 | 22 | 12 | 1 | ±3 |
| 10 Point Non-30% | 100 | ±1 | 1 | 11 | 14 | 26 | 16 | 22 | 11 | 1 | ±3 |
| 5 Point | 100 | ±1 | 1 | 13 | 15 | 27 | 15 | 18 | 9 | 1 | ±2 |
| No Preference | 100 | ±1 | 1 | 12 | 16 | 25 | 11 | 19 | 12 | 4 | ±3 |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 2 | 14 | 15 | 22 | 12 | 21 | 12 | 2 | ±1 |
| FERS | 100 | ±1 | 1 | 11 | 12 | 21 | 12 | 26 | 13 | 2 | ±1 |
| Other Plan | 100 | ±1 | 1 | 11 | 11 | 30 | 16 | 21 | 8 | 2 | ±5 |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 1 | 10 | 12 | 21 | 12 | 27 | 14 | 2 | ±1 |
| Optional Eligible | 100 | ±1 | 2 | 15 | 14 | 23 | 13 | 21 | 11 | 2 | ±1 |
| Discontinued Service | 100 | ±1 | 1 | 14 | 16 | 23 | 13 | 21 | 10 | 1 | ±2 |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 1 | 10 | 10 | 22 | 14 | 29 | 12 | 2 | ±2 |
| 5 to 10 Years | 100 | ±1 | 1 | 9 | 10 | 22 | 13 | 27 | 14 | 3 | ±2 |
| 11 to 20 Years | 100 | ±1 | 1 | 13 | 13 | 21 | 10 | 26 | 13 | 2 | ±1 |
| 21 to 30 Years | 100 | ±1 | 2 | 14 | 15 | 22 | 12 | 21 | 12 | 2 | ±1 |
| More Than 30 Years | 100 | ±1 | 1 | 13 | 14 | 24 | 14 | 19 | 12 | 2 | ±2 |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 1 | 8 | 10 | 26 | 15 | 31 | 8 | 1 | ±3 |
| 31 to 40 Years Old | 100 | ±1 | 0 | 11 | 13 | 22 | 11 | 27 | 13 | 2 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 1 | 12 | 14 | 21 | 12 | 25 | 13 | 2 | ±1 |
| 51 to 60 Years Old | 100 | ±1 | 2 | 14 | 14 | 22 | 12 | 21 | 13 | 2 | ±1 |
| More Than 60 Years Old | 100 | ±1 | 3 | 14 | 10 | 22 | 12 | 21 | 13 | 5 | ±3 |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 1 | 12 | 12 | 21 | 13 | 25 | 13 | 3 | ±1 |
| Female | 100 | ±1 | 1 | 13 | 15 | 23 | 11 | 24 | 12 | 1 | ±2 |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 1 | 12 | 13 | 21 | 11 | 25 | 14 | 2 | ±1 |
| Total Minority | 100 | ±1 | 2 | 12 | 13 | 25 | 14 | 23 | 10 | 1 | ±2 |
| Non-Hispanic Black | 100 | ±1 | 2 | 12 | 15 | 28 | 13 | 20 | 10 | 1 | ±2 |
| Hispanic | 100 | ±0 | 2 | 14 | 13 | 26 | 15 | 22 | 8 | 1 | ±3 |
| Non-Hispanic API | 100 | ±1 | 1 | 11 | 7 | 15 | 15 | 37 | 13 | 3 | ±3 |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 9 | 91 | 0 | 0 | 0 | 0 | 0 | 0 | ±2 |
| Some College | 100 | ±1 | 0 | 0 | 28 | 46 | 26 | 0 | 0 | 0 | ±1 |
| 4-Year Degree | 100 | ±1 | 0 | 0 | 0 | 0 | 0 | 100 | 0 | 0 | ±0 |
| Graduate/Professional Degree | 100 | ±1 | 0 | 0 | 0 | 0 | 0 | 0 | 86 | 14 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

19. What is your retirement plan?1. Civil Service Retirement System
(CSRS)2. Federal Employee Retirement System
(FERS)

3. Other

| | Percent Responding | | Percentages | | | Max ME |
|-----------------------------|-----------------------|----|-------------|----|----|-----------|
| | | | 1 | 2 | 3 | |
| OVERALL AND COMPONENT | | | | | | |
| Total DoD | 99 | ±1 | 36 | 61 | 3 | ±1 |
| Army | 100 | ±1 | 35 | 61 | 4 | ±2 |
| Navy | 100 | ±1 | 39 | 59 | 2 | ±2 |
| Air Force | 99 | ±1 | 33 | 64 | 3 | ±2 |
| DoD Agencies and Activities | 99 | ±1 | 34 | 61 | 5 | ±2 |
| PAY PLAN/GRADE | | | | | | |
| White Collar Total | 99 | ±1 | 36 | 61 | 3 | ±1 |
| GS 1 to 4 | 97 | ±2 | 15 | 65 | 20 | ±5 |
| GS 5 to 8 | 100 | ±1 | 27 | 70 | 3 | ±2 |
| GS 9 to 12 | 100 | ±1 | 38 | 60 | 2 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 48 | 51 | 1 | ±2 |
| SES | 100 | ±0 | 62 | 33 | NR | ±8 |
| Blue Collar Total | 99 | ±1 | 36 | 61 | 3 | ±2 |
| WG 1 to 5 | 99 | ±2 | 20 | 68 | 11 | ±5 |
| WG 6 to 9 | 100 | ±1 | 25 | 70 | 4 | ±3 |
| WG 10 to 15 | 99 | ±1 | 36 | 63 | 1 | ±3 |
| WS/WL 1 to 19 | 100 | ±1 | 54 | 45 | 1 | ±4 |
| OCCUPATIONAL GROUPS | | | | | | |
| Professional | 100 | ±1 | 33 | 65 | 2 | ±2 |
| Administrative | 100 | ±1 | 43 | 55 | 2 | ±2 |
| Technical | 99 | ±1 | 33 | 62 | 4 | ±2 |
| Clerical | 99 | ±1 | 25 | 65 | 10 | ±3 |
| Other White Collar | 99 | ±1 | 20 | 78 | 2 | ±4 |
| Blue Collar | 99 | ±1 | 36 | 61 | 3 | ±2 |
| Scientists | 100 | ±1 | 34 | 63 | 3 | ±3 |
| Engineers | 100 | ±1 | 40 | 60 | 1 | ±2 |
| SUPERVISOR/MANAGER | | | | | | |
| Supervisor | 100 | ±1 | 41 | 56 | 2 | ±2 |
| Manager | 100 | ±1 | 49 | 50 | 1 | ±3 |
| Wage Leader | 100 | ±1 | 37 | 61 | 2 | ±5 |
| Wage Supervisor | 99 | ±1 | 49 | 51 | 0 | ±4 |
| All Others | 99 | ±1 | 33 | 63 | 4 | ±1 |
| SCHEDULE/LOCATION | | | | | | |
| Full-Time | 100 | ±1 | 37 | 61 | 2 | ±1 |
| Other Than Full-Time | 96 | ±3 | 11 | 54 | 35 | ±7 |
| CONUS | 100 | ±1 | 36 | 60 | 3 | ±1 |
| OCONUS | 99 | ±1 | 27 | 66 | 6 | ±3 |
| TYPE OF APPOINTMENT | | | | | | |
| Permanent | 100 | ±1 | 37 | 61 | 2 | ±1 |
| Non-Permanent | 96 | ±2 | 7 | 54 | 39 | ±5 |
| BARGAINING UNIT | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 38 | 58 | 4 | ±1 |
| In Bargaining Unit | 99 | ±1 | 33 | 64 | 3 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

19. What is your retirement plan?

| | Percent Responding | | Percentages | | | Max ME |
|------------------------------|--------------------|----|-------------|-----|-----|--------|
| | | | 1 | 2 | 3 | |
| DISABILITY | | | | | | |
| No Disability | 99 | ±1 | 36 | 61 | 3 | ±1 |
| Disability | 100 | ±1 | 34 | 63 | 3 | ±2 |
| Targeted Disability | 100 | ±1 | 35 | 62 | 3 | ±3 |
| Other Disability | 100 | ±1 | 33 | 63 | 3 | ±2 |
| VETERAN/PREFERENCE | | | | | | |
| Non-Veteran | 99 | ±1 | 39 | 57 | 4 | ±1 |
| Veteran | 100 | ±1 | 32 | 66 | 2 | ±1 |
| 10 Point 30% | 100 | ±1 | 19 | 77 | 4 | ±3 |
| 10 Point Non-30% | 100 | ±1 | 25 | 72 | 3 | ±3 |
| 5 Point | 100 | ±1 | 39 | 59 | 2 | ±2 |
| No Preference | 99 | ±1 | 15 | 83 | 2 | ±3 |
| RETIREMENT PLAN | | | | | | |
| CSRS | 100 | ±1 | 100 | 0 | 0 | ±0 |
| FERS | 100 | ±1 | 0 | 100 | 0 | ±0 |
| Other Plan | 94 | ±3 | 0 | 0 | 100 | ±0 |
| RETIREMENT ELIGIBILITY | | | | | | |
| Not Eligible | 99 | ±1 | 24 | 71 | 5 | ±1 |
| Optional Eligible | 100 | ±1 | 43 | 55 | 2 | ±2 |
| Discontinued Service | 100 | ±1 | 61 | 38 | 2 | ±2 |
| LENGTH OF SERVICE | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 6 | 81 | 13 | ±2 |
| 5 to 10 Years | 99 | ±1 | 4 | 92 | 3 | ±2 |
| 11 to 20 Years | 100 | ±1 | 8 | 91 | 1 | ±1 |
| 21 to 30 Years | 100 | ±1 | 70 | 27 | 2 | ±1 |
| More Than 30 Years | 100 | ±1 | 75 | 24 | 1 | ±2 |
| AGE | | | | | | |
| 30 Years Old or Less | 97 | ±1 | 9 | 78 | 13 | ±3 |
| 31 to 40 Years Old | 99 | ±1 | 6 | 90 | 4 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 36 | 62 | 2 | ±2 |
| 51 to 60 Years Old | 100 | ±1 | 54 | 44 | 2 | ±2 |
| More Than 60 Years Old | 100 | ±1 | 50 | 47 | 2 | ±3 |
| GENDER | | | | | | |
| Male | 100 | ±1 | 36 | 62 | 2 | ±1 |
| Female | 99 | ±1 | 35 | 59 | 5 | ±2 |
| RACE/ETHNICITY | | | | | | |
| Non-Hispanic White | 100 | ±1 | 37 | 60 | 3 | ±1 |
| Total Minority | 99 | ±1 | 32 | 64 | 4 | ±2 |
| Non-Hispanic Black | 99 | ±1 | 32 | 64 | 4 | ±2 |
| Hispanic | 99 | ±1 | 33 | 62 | 5 | ±3 |
| Non-Hispanic API | 99 | ±1 | 27 | 70 | 3 | ±3 |
| EDUCATION | | | | | | |
| No College | 99 | ±1 | 42 | 55 | 3 | ±2 |
| Some College | 99 | ±1 | 37 | 59 | 4 | ±1 |
| 4-Year Degree | 100 | ±1 | 31 | 66 | 3 | ±2 |
| Graduate/Professional Degree | 100 | ±1 | 34 | 64 | 2 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

21. Which of the following best describes your retirement eligibility?

1. Not eligible

2. Optional eligible

3. Discontinued service eligible

| | Percent Responding | | Percentages | | | Max ME |
|-----------------------------|--------------------|----|-------------|----|----|--------|
| | | | 1 | 2 | 3 | |
| OVERALL AND COMPONENT | | | | | | |
| Total DoD | 99 | ±1 | 53 | 32 | 15 | ±1 |
| Army | 99 | ±1 | 53 | 33 | 15 | ±2 |
| Navy | 99 | ±1 | 52 | 32 | 16 | ±2 |
| Air Force | 99 | ±1 | 54 | 32 | 14 | ±2 |
| DoD Agencies and Activities | 99 | ±1 | 53 | 33 | 15 | ±2 |
| PAY PLAN/GRADE | | | | | | |
| White Collar Total | 99 | ±1 | 55 | 31 | 14 | ±1 |
| GS 1 to 4 | 98 | ±1 | 66 | 26 | 7 | ±4 |
| GS 5 to 8 | 99 | ±1 | 54 | 34 | 12 | ±2 |
| GS 9 to 12 | 99 | ±1 | 53 | 32 | 15 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 54 | 29 | 17 | ±2 |
| SES | 100 | ±1 | 43 | 43 | 14 | ±9 |
| Blue Collar Total | 99 | ±1 | 46 | 36 | 18 | ±2 |
| WG 1 to 5 | 99 | ±2 | 51 | 36 | 13 | ±6 |
| WG 6 to 9 | 99 | ±1 | 51 | 34 | 15 | ±4 |
| WG 10 to 15 | 99 | ±1 | 46 | 35 | 19 | ±3 |
| WS/WL 1 to 19 | 99 | ±1 | 40 | 40 | 20 | ±4 |
| OCCUPATIONAL GROUPS | | | | | | |
| Professional | 99 | ±1 | 60 | 28 | 12 | ±2 |
| Administrative | 100 | ±1 | 52 | 32 | 17 | ±2 |
| Technical | 99 | ±1 | 52 | 33 | 14 | ±2 |
| Clerical | 99 | ±1 | 58 | 30 | 11 | ±3 |
| Other White Collar | 99 | ±1 | 48 | 45 | 8 | ±4 |
| Blue Collar | 99 | ±1 | 46 | 36 | 18 | ±2 |
| Scientists | 99 | ±1 | 58 | 30 | 12 | ±3 |
| Engineers | 99 | ±1 | 59 | 28 | 13 | ±2 |
| SUPERVISOR/MANAGER | | | | | | |
| Supervisor | 99 | ±1 | 49 | 35 | 16 | ±2 |
| Manager | 100 | ±1 | 47 | 37 | 16 | ±3 |
| Wage Leader | 99 | ±2 | 44 | 39 | 17 | ±5 |
| Wage Supervisor | 100 | ±1 | 41 | 39 | 19 | ±4 |
| All Others | 99 | ±1 | 55 | 31 | 14 | ±1 |
| SCHEDULE/LOCATION | | | | | | |
| Full-Time | 99 | ±1 | 52 | 33 | 15 | ±1 |
| Other Than Full-Time | 99 | ±2 | 75 | 20 | 5 | ±5 |
| CONUS | 99 | ±1 | 53 | 32 | 15 | ±1 |
| OCONUS | 99 | ±1 | 50 | 36 | 13 | ±3 |
| TYPE OF APPOINTMENT | | | | | | |
| Permanent | 99 | ±1 | 51 | 33 | 15 | ±1 |
| Non-Permanent | 98 | ±1 | 78 | 19 | 3 | ±4 |
| BARGAINING UNIT | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 54 | 32 | 14 | ±1 |
| In Bargaining Unit | 99 | ±1 | 52 | 33 | 15 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

21. Which of the following best describes your retirement eligibility?

| Percent Responding | | | Percentages | | | Max ME |
|------------------------------|-----|----|-------------|-----|-----|--------|
| | | | 1 | 2 | 3 | |
| DISABILITY | | | | | | |
| No Disability | 99 | ±1 | 55 | 31 | 14 | ±1 |
| Disability | 99 | ±1 | 42 | 40 | 18 | ±2 |
| Targeted Disability | 99 | ±1 | 40 | 42 | 18 | ±3 |
| Other Disability | 99 | ±1 | 43 | 38 | 18 | ±2 |
| VETERAN/PREFERENCE | | | | | | |
| Non-Veteran | 99 | ±1 | 59 | 27 | 14 | ±1 |
| Veteran | 99 | ±1 | 45 | 39 | 16 | ±1 |
| 10 Point 30% | 99 | ±1 | 49 | 41 | 10 | ±3 |
| 10 Point Non-30% | 99 | ±1 | 45 | 41 | 13 | ±3 |
| 5 Point | 99 | ±1 | 42 | 40 | 18 | ±2 |
| No Preference | 99 | ±1 | 59 | 28 | 13 | ±3 |
| RETIREMENT PLAN | | | | | | |
| CSRS | 99 | ±1 | 36 | 39 | 25 | ±2 |
| FERS | 99 | ±1 | 61 | 29 | 9 | ±1 |
| Other Plan | 98 | ±2 | 78 | 16 | 7 | ±4 |
| RETIREMENT ELIGIBILITY | | | | | | |
| Not Eligible | 99 | ±1 | 100 | 0 | 0 | ±0 |
| Optional Eligible | 100 | ±1 | 0 | 100 | 0 | ±0 |
| Discontinued Service | 99 | ±1 | 0 | 0 | 100 | ±0 |
| LENGTH OF SERVICE | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 73 | 23 | 4 | ±2 |
| 5 to 10 Years | 99 | ±1 | 66 | 27 | 6 | ±3 |
| 11 to 20 Years | 99 | ±1 | 63 | 28 | 9 | ±2 |
| 21 to 30 Years | 100 | ±1 | 43 | 29 | 28 | ±2 |
| More Than 30 Years | 100 | ±1 | 17 | 67 | 15 | ±2 |
| AGE | | | | | | |
| 30 Years Old or Less | 97 | ±1 | 76 | 18 | 5 | ±3 |
| 31 to 40 Years Old | 99 | ±1 | 71 | 22 | 7 | ±2 |
| 41 to 50 Years Old | 99 | ±1 | 64 | 22 | 15 | ±2 |
| 51 to 60 Years Old | 100 | ±1 | 34 | 43 | 23 | ±2 |
| More Than 60 Years Old | 99 | ±1 | 9 | 89 | 2 | ±2 |
| GENDER | | | | | | |
| Male | 99 | ±1 | 50 | 35 | 15 | ±1 |
| Female | 99 | ±1 | 57 | 28 | 14 | ±2 |
| RACE/ETHNICITY | | | | | | |
| Non-Hispanic White | 99 | ±1 | 54 | 31 | 15 | ±1 |
| Total Minority | 99 | ±1 | 51 | 35 | 14 | ±2 |
| Non-Hispanic Black | 99 | ±1 | 54 | 32 | 14 | ±2 |
| Hispanic | 99 | ±1 | 48 | 37 | 15 | ±3 |
| Non-Hispanic API | 98 | ±1 | 49 | 38 | 12 | ±3 |
| EDUCATION | | | | | | |
| No College | 99 | ±1 | 43 | 40 | 17 | ±2 |
| Some College | 99 | ±1 | 50 | 34 | 16 | ±1 |
| 4-Year Degree | 99 | ±1 | 60 | 27 | 13 | ±2 |
| Graduate/Professional Degree | 99 | ±1 | 59 | 29 | 12 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

22. Which of the following best describes your disability status?

1. No disability

2. Targeted disability

3. Other disability

| | Percent Responding | | Percentages | | | Max ME |
|-----------------------------|-----------------------|----|-------------|----|----|-----------|
| | | | 1 | 2 | 3 | |
| OVERALL AND COMPONENT | | | | | | |
| Total DoD | 99 | ±1 | 84 | 5 | 11 | ±1 |
| Army | 99 | ±1 | 83 | 5 | 12 | ±1 |
| Navy | 99 | ±1 | 85 | 5 | 10 | ±1 |
| Air Force | 99 | ±1 | 84 | 5 | 11 | ±1 |
| DoD Agencies and Activities | 99 | ±1 | 84 | 5 | 11 | ±2 |
| PAY PLAN/GRADE | | | | | | |
| White Collar Total | 99 | ±1 | 85 | 4 | 11 | ±1 |
| GS 1 to 4 | 99 | ±1 | 79 | 8 | 13 | ±4 |
| GS 5 to 8 | 99 | ±1 | 80 | 6 | 14 | ±2 |
| GS 9 to 12 | 99 | ±1 | 84 | 4 | 11 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 91 | 2 | 7 | ±1 |
| SES | 100 | ±1 | 90 | NR | 5 | ±8 |
| Blue Collar Total | 99 | ±1 | 81 | 8 | 12 | ±2 |
| WG 1 to 5 | 99 | ±2 | 75 | 8 | 16 | ±5 |
| WG 6 to 9 | 99 | ±1 | 78 | 9 | 13 | ±3 |
| WG 10 to 15 | 99 | ±1 | 82 | 7 | 11 | ±2 |
| WS/WL 1 to 19 | 99 | ±1 | 84 | 6 | 10 | ±3 |
| OCCUPATIONAL GROUPS | | | | | | |
| Professional | 100 | ±1 | 91 | 2 | 7 | ±1 |
| Administrative | 100 | ±1 | 84 | 4 | 12 | ±1 |
| Technical | 99 | ±1 | 81 | 6 | 13 | ±2 |
| Clerical | 99 | ±1 | 79 | 6 | 15 | ±2 |
| Other White Collar | 99 | ±1 | 87 | 6 | 7 | ±3 |
| Blue Collar | 99 | ±1 | 81 | 8 | 12 | ±2 |
| Scientists | 100 | ±1 | 90 | 2 | 7 | ±3 |
| Engineers | 100 | ±1 | 91 | 3 | 6 | ±1 |
| SUPERVISOR/MANAGER | | | | | | |
| Supervisor | 99 | ±1 | 86 | 4 | 11 | ±2 |
| Manager | 100 | ±1 | 87 | 4 | 9 | ±2 |
| Wage Leader | 99 | ±1 | 78 | 9 | 13 | ±4 |
| Wage Supervisor | 99 | ±1 | 85 | 5 | 10 | ±3 |
| All Others | 99 | ±1 | 84 | 5 | 11 | ±1 |
| SCHEDULE/LOCATION | | | | | | |
| Full-Time | 99 | ±1 | 84 | 5 | 11 | ±1 |
| Other Than Full-Time | 100 | ±1 | 88 | 4 | 8 | ±4 |
| CONUS | 99 | ±1 | 84 | 5 | 11 | ±1 |
| OCONUS | 99 | ±1 | 84 | 5 | 11 | ±2 |
| TYPE OF APPOINTMENT | | | | | | |
| Permanent | 99 | ±1 | 84 | 5 | 11 | ±1 |
| Non-Permanent | 99 | ±1 | 84 | 5 | 10 | ±3 |
| BARGAINING UNIT | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 86 | 4 | 10 | ±1 |
| In Bargaining Unit | 99 | ±1 | 81 | 6 | 13 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

22. Which of the following best describes your disability status?

| | Percent Responding | | Percentages | | | Max ME |
|------------------------------|--------------------|----|-------------|-----|-----|--------|
| | | | 1 | 2 | 3 | |
| DISABILITY | | | | | | |
| No Disability | 99 | ±1 | 100 | 0 | 0 | ±0 |
| Disability | 100 | ±1 | 0 | 31 | 69 | ±2 |
| Targeted Disability | 100 | ±1 | 0 | 100 | 0 | ±0 |
| Other Disability | 100 | ±1 | 0 | 0 | 100 | ±0 |
| VETERAN/PREFERENCE | | | | | | |
| Non-Veteran | 99 | ±1 | 90 | 3 | 7 | ±1 |
| Veteran | 99 | ±1 | 77 | 8 | 16 | ±1 |
| 10 Point 30% | 99 | ±1 | 33 | 21 | 45 | ±3 |
| 10 Point Non-30% | 99 | ±1 | 54 | 17 | 29 | ±3 |
| 5 Point | 99 | ±1 | 88 | 4 | 8 | ±1 |
| No Preference | 99 | ±1 | 92 | 3 | 5 | ±2 |
| RETIREMENT PLAN | | | | | | |
| CSRS | 99 | ±1 | 85 | 5 | 10 | ±1 |
| FERS | 99 | ±1 | 84 | 5 | 11 | ±1 |
| Other Plan | 99 | ±1 | 85 | 4 | 11 | ±3 |
| RETIREMENT ELIGIBILITY | | | | | | |
| Not Eligible | 99 | ±1 | 87 | 4 | 9 | ±1 |
| Optional Eligible | 99 | ±1 | 80 | 7 | 13 | ±1 |
| Discontinued Service | 99 | ±1 | 80 | 6 | 14 | ±2 |
| LENGTH OF SERVICE | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 86 | 4 | 10 | ±2 |
| 5 to 10 Years | 99 | ±1 | 85 | 5 | 9 | ±2 |
| 11 to 20 Years | 99 | ±1 | 86 | 5 | 9 | ±1 |
| 21 to 30 Years | 99 | ±1 | 82 | 6 | 12 | ±1 |
| More Than 30 Years | 99 | ±1 | 81 | 5 | 14 | ±2 |
| AGE | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 94 | 2 | 5 | ±2 |
| 31 to 40 Years Old | 100 | ±1 | 90 | 4 | 7 | ±1 |
| 41 to 50 Years Old | 99 | ±1 | 84 | 5 | 11 | ±1 |
| 51 to 60 Years Old | 99 | ±1 | 80 | 6 | 14 | ±1 |
| More Than 60 Years Old | 99 | ±1 | 78 | 6 | 16 | ±3 |
| GENDER | | | | | | |
| Male | 99 | ±1 | 83 | 6 | 11 | ±1 |
| Female | 99 | ±1 | 87 | 3 | 10 | ±1 |
| RACE/ETHNICITY | | | | | | |
| Non-Hispanic White | 100 | ±1 | 86 | 5 | 10 | ±1 |
| Total Minority | 99 | ±1 | 80 | 6 | 14 | ±1 |
| Non-Hispanic Black | 99 | ±1 | 80 | 5 | 15 | ±2 |
| Hispanic | 99 | ±1 | 80 | 7 | 13 | ±3 |
| Non-Hispanic API | 99 | ±1 | 86 | 4 | 11 | ±3 |
| EDUCATION | | | | | | |
| No College | 99 | ±1 | 81 | 7 | 13 | ±2 |
| Some College | 99 | ±1 | 82 | 6 | 12 | ±1 |
| 4-Year Degree | 100 | ±1 | 88 | 3 | 9 | ±1 |
| Graduate/Professional Degree | 100 | ±1 | 89 | 3 | 8 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

23. What is your veteran status?

1. Veteran

2. Non-veteran

| | Percent Responding | | Percentages | | Max ME |
|-----------------------------|-----------------------|----|-------------|----|-----------|
| | | | 1 | 2 | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 100 | ±1 | 43 | 57 | ±1 |
| Army | 100 | ±1 | 45 | 55 | ±2 |
| Navy | 100 | ±1 | 41 | 59 | ±2 |
| Air Force | 100 | ±1 | 51 | 49 | ±2 |
| DoD Agencies and Activities | 100 | ±1 | 35 | 65 | ±2 |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 100 | ±1 | 38 | 62 | ±1 |
| GS 1 to 4 | 100 | ±1 | 27 | 73 | ±4 |
| GS 5 to 8 | 100 | ±1 | 37 | 63 | ±2 |
| GS 9 to 12 | 100 | ±1 | 43 | 57 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 36 | 64 | ±2 |
| SES | 100 | ±1 | 42 | 58 | ±8 |
| Blue Collar Total | 100 | ±1 | 64 | 36 | ±2 |
| WG 1 to 5 | 100 | ±1 | 51 | 49 | ±6 |
| WG 6 to 9 | 100 | ±1 | 65 | 35 | ±3 |
| WG 10 to 15 | 100 | ±1 | 67 | 33 | ±3 |
| WS/WL 1 to 19 | 100 | ±1 | 65 | 35 | ±4 |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 100 | ±1 | 24 | 76 | ±2 |
| Administrative | 100 | ±1 | 46 | 54 | ±2 |
| Technical | 100 | ±1 | 44 | 56 | ±2 |
| Clerical | 100 | ±1 | 24 | 76 | ±3 |
| Other White Collar | 100 | ±0 | 62 | 38 | ±4 |
| Blue Collar | 100 | ±1 | 64 | 36 | ±2 |
| Scientists | 100 | ±1 | 26 | 74 | ±3 |
| Engineers | 100 | ±1 | 30 | 70 | ±2 |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 100 | ±1 | 48 | 52 | ±2 |
| Manager | 100 | ±1 | 51 | 49 | ±3 |
| Wage Leader | 99 | ±1 | 60 | 40 | ±5 |
| Wage Supervisor | 100 | ±1 | 62 | 38 | ±4 |
| All Others | 100 | ±1 | 41 | 59 | ±1 |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 100 | ±1 | 44 | 56 | ±1 |
| Other Than Full-Time | 100 | ±1 | 18 | 82 | ±5 |
| CONUS | 100 | ±1 | 43 | 57 | ±1 |
| OCONUS | 100 | ±1 | 44 | 56 | ±3 |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 100 | ±1 | 44 | 56 | ±1 |
| Non-Permanent | 100 | ±1 | 38 | 62 | ±4 |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 42 | 58 | ±1 |
| In Bargaining Unit | 100 | ±1 | 46 | 54 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

23. What is your veteran status?

| | Percent Responding | | Percentages | | Max ME |
|------------------------------|--------------------|----|-------------|-----|--------|
| | | | 1 | 2 | |
| DISABILITY | | | | | |
| No Disability | 100 | ±1 | 40 | 60 | ±1 |
| Disability | 100 | ±1 | 63 | 37 | ±2 |
| Targeted Disability | 100 | ±1 | 67 | 33 | ±3 |
| Other Disability | 100 | ±1 | 61 | 39 | ±2 |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 100 | ±0 | 0 | 100 | ±0 |
| Veteran | 100 | ±1 | 100 | 0 | ±0 |
| 10 Point 30% | 100 | ±1 | 98 | 2 | ±1 |
| 10 Point Non-30% | 100 | ±1 | 97 | 3 | ±1 |
| 5 Point | 100 | ±1 | 98 | 2 | ±1 |
| No Preference | 100 | ±0 | 100 | 0 | ±0 |
| RETIREMENT PLAN | | | | | |
| CSRS | 100 | ±1 | 39 | 61 | ±1 |
| FERS | 100 | ±1 | 47 | 53 | ±1 |
| Other Plan | 100 | ±1 | 31 | 69 | ±5 |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 100 | ±1 | 37 | 63 | ±1 |
| Optional Eligible | 100 | ±1 | 52 | 48 | ±2 |
| Discontinued Service | 100 | ±1 | 46 | 54 | ±2 |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 37 | 63 | ±2 |
| 5 to 10 Years | 100 | ±1 | 50 | 50 | ±3 |
| 11 to 20 Years | 100 | ±1 | 35 | 65 | ±2 |
| 21 to 30 Years | 100 | ±1 | 45 | 55 | ±2 |
| More Than 30 Years | 100 | ±1 | 62 | 38 | ±2 |
| AGE | | | | | |
| 30 Years Old or Less | 99 | ±1 | 25 | 75 | ±3 |
| 31 to 40 Years Old | 100 | ±1 | 35 | 65 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 41 | 59 | ±1 |
| 51 to 60 Years Old | 100 | ±1 | 53 | 47 | ±1 |
| More Than 60 Years Old | 100 | ±1 | 54 | 46 | ±3 |
| GENDER | | | | | |
| Male | 100 | ±1 | 61 | 39 | ±1 |
| Female | 100 | ±1 | 14 | 86 | ±1 |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 100 | ±1 | 44 | 56 | ±1 |
| Total Minority | 100 | ±1 | 43 | 57 | ±2 |
| Non-Hispanic Black | 100 | ±1 | 45 | 55 | ±2 |
| Hispanic | 100 | ±1 | 48 | 52 | ±3 |
| Non-Hispanic API | 99 | ±1 | 28 | 72 | ±3 |
| EDUCATION | | | | | |
| No College | 100 | ±1 | 43 | 57 | ±2 |
| Some College | 100 | ±1 | 51 | 49 | ±1 |
| 4-Year Degree | 100 | ±1 | 34 | 66 | ±2 |
| Graduate/Professional Degree | 100 | ±1 | 35 | 65 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

24. Are you eligible for a veteran preference?

1. Yes, 10 point, 30-percent compensable 2. Yes, 10 point, not 30-percent compensable 3. Yes, 5 point, non-compensable
4. No

| Percent Responding | | | Percentages | | | | Max ME |
|-----------------------------|-----|----|-------------|---|----|----|--------|
| | | | 1 | 2 | 3 | 4 | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 99 | ±1 | 6 | 5 | 27 | 61 | ±1 |
| Army | 99 | ±1 | 7 | 6 | 26 | 60 | ±2 |
| Navy | 100 | ±1 | 5 | 5 | 28 | 63 | ±2 |
| Air Force | 99 | ±1 | 7 | 6 | 31 | 56 | ±2 |
| DoD Agencies and Activities | 99 | ±1 | 5 | 4 | 22 | 68 | ±2 |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 100 | ±1 | 6 | 5 | 23 | 67 | ±1 |
| GS 1 to 4 | 99 | ±1 | 6 | 3 | 14 | 76 | ±4 |
| GS 5 to 8 | 100 | ±1 | 7 | 5 | 21 | 67 | ±2 |
| GS 9 to 12 | 100 | ±1 | 7 | 6 | 26 | 61 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 4 | 4 | 23 | 69 | ±2 |
| SES | 99 | ±1 | 8 | 4 | 17 | 71 | ±9 |
| Blue Collar Total | 99 | ±1 | 8 | 7 | 43 | 43 | ±2 |
| WG 1 to 5 | 99 | ±1 | 11 | 9 | 30 | 51 | ±6 |
| WG 6 to 9 | 99 | ±1 | 9 | 8 | 41 | 42 | ±4 |
| WG 10 to 15 | 99 | ±1 | 7 | 6 | 46 | 42 | ±3 |
| WS/WL 1 to 19 | 99 | ±1 | 6 | 6 | 47 | 41 | ±4 |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 100 | ±1 | 3 | 3 | 15 | 80 | ±1 |
| Administrative | 100 | ±1 | 8 | 6 | 28 | 58 | ±2 |
| Technical | 100 | ±1 | 6 | 6 | 26 | 61 | ±2 |
| Clerical | 99 | ±1 | 6 | 3 | 13 | 78 | ±2 |
| Other White Collar | 99 | ±1 | 6 | 9 | 41 | 45 | ±4 |
| Blue Collar | 99 | ±1 | 8 | 7 | 43 | 43 | ±2 |
| Scientists | 100 | ±1 | 3 | 4 | 15 | 78 | ±3 |
| Engineers | 100 | ±1 | 2 | 3 | 21 | 74 | ±2 |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 100 | ±1 | 8 | 7 | 29 | 57 | ±2 |
| Manager | 100 | ±1 | 8 | 6 | 31 | 54 | ±3 |
| Wage Leader | 100 | ±1 | 9 | 5 | 41 | 45 | ±5 |
| Wage Supervisor | 99 | ±1 | 7 | 7 | 41 | 45 | ±4 |
| All Others | 99 | ±1 | 6 | 5 | 25 | 64 | ±1 |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 99 | ±1 | 6 | 5 | 28 | 61 | ±1 |
| Other Than Full-Time | 100 | ±1 | 4 | 3 | 9 | 85 | ±4 |
| CONUS | 99 | ±1 | 6 | 5 | 27 | 61 | ±1 |
| OCONUS | 100 | ±1 | 6 | 6 | 27 | 61 | ±3 |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 99 | ±1 | 6 | 5 | 27 | 61 | ±1 |
| Non-Permanent | 99 | ±1 | 10 | 7 | 18 | 65 | ±4 |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 6 | 5 | 26 | 63 | ±1 |
| In Bargaining Unit | 99 | ±1 | 7 | 6 | 28 | 59 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

24. Are you eligible for a veteran preference?

| Percent Responding | | | Percentages | | | | Max ME |
|------------------------------|-----|----|-------------|-----|-----|-----|--------|
| | | | 1 | 2 | 3 | 4 | |
| DISABILITY | | | | | | | |
| No Disability | 99 | ±1 | 3 | 3 | 28 | 66 | ±1 |
| Disability | 100 | ±1 | 26 | 15 | 20 | 39 | ±2 |
| Targeted Disability | 99 | ±1 | 27 | 18 | 20 | 35 | ±3 |
| Other Disability | 100 | ±1 | 26 | 14 | 19 | 40 | ±2 |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 100 | ±1 | 0 | 0 | 1 | 99 | ±1 |
| Veteran | 99 | ±1 | 14 | 12 | 61 | 12 | ±1 |
| 10 Point 30% | 100 | ±1 | 100 | 0 | 0 | 0 | ±0 |
| 10 Point Non-30% | 99 | ±1 | 0 | 100 | 0 | 0 | ±0 |
| 5 Point | 100 | ±1 | 0 | 0 | 100 | 0 | ±0 |
| No Preference | 96 | ±2 | 0 | 0 | 0 | 100 | ±0 |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 100 | ±1 | 3 | 4 | 30 | 63 | ±1 |
| FERS | 99 | ±1 | 8 | 6 | 26 | 60 | ±1 |
| Other Plan | 99 | ±1 | 8 | 5 | 16 | 72 | ±4 |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 99 | ±1 | 6 | 5 | 21 | 68 | ±1 |
| Optional Eligible | 99 | ±1 | 8 | 7 | 33 | 52 | ±2 |
| Discontinued Service | 99 | ±1 | 4 | 5 | 33 | 58 | ±2 |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 9 | 5 | 17 | 68 | ±2 |
| 5 to 10 Years | 99 | ±1 | 7 | 8 | 27 | 58 | ±3 |
| 11 to 20 Years | 99 | ±1 | 5 | 4 | 21 | 71 | ±1 |
| 21 to 30 Years | 100 | ±1 | 5 | 5 | 31 | 58 | ±2 |
| More Than 30 Years | 100 | ±1 | 9 | 8 | 43 | 41 | ±2 |
| AGE | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 2 | 3 | 13 | 82 | ±3 |
| 31 to 40 Years Old | 99 | ±1 | 4 | 4 | 20 | 73 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 7 | 5 | 23 | 65 | ±1 |
| 51 to 60 Years Old | 100 | ±1 | 8 | 7 | 37 | 49 | ±1 |
| More Than 60 Years Old | 99 | ±1 | 10 | 9 | 34 | 48 | ±3 |
| GENDER | | | | | | | |
| Male | 99 | ±1 | 9 | 8 | 38 | 45 | ±1 |
| Female | 100 | ±1 | 2 | 2 | 8 | 88 | ±1 |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 6 | 5 | 28 | 62 | ±1 |
| Total Minority | 100 | ±1 | 8 | 6 | 25 | 61 | ±2 |
| Non-Hispanic Black | 100 | ±1 | 10 | 7 | 25 | 59 | ±2 |
| Hispanic | 100 | ±1 | 8 | 5 | 29 | 57 | ±3 |
| Non-Hispanic API | 99 | ±1 | 4 | 4 | 18 | 74 | ±3 |
| EDUCATION | | | | | | | |
| No College | 99 | ±1 | 5 | 4 | 29 | 61 | ±2 |
| Some College | 99 | ±1 | 7 | 6 | 32 | 54 | ±1 |
| 4-Year Degree | 100 | ±1 | 6 | 5 | 20 | 70 | ±2 |
| Graduate/Professional Degree | 100 | ±1 | 6 | 4 | 19 | 71 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

25. What is your bargaining unit status?

1. NOT IN a bargaining unit

2. IN a bargaining unit

3. Don't know

| | Percent Responding | | Percentages | | | Max ME |
|-----------------------------|-----------------------|----|-------------|----|----|-----------|
| | | | 1 | 2 | 3 | |
| OVERALL AND COMPONENT | | | | | | |
| Total DoD | 100 | ±1 | 43 | 24 | 33 | ±1 |
| Army | 100 | ±1 | 45 | 20 | 35 | ±2 |
| Navy | 99 | ±1 | 46 | 22 | 32 | ±2 |
| Air Force | 100 | ±1 | 41 | 26 | 33 | ±2 |
| DoD Agencies and Activities | 99 | ±1 | 41 | 29 | 31 | ±2 |
| PAY PLAN/GRADE | | | | | | |
| White Collar Total | 100 | ±1 | 46 | 21 | 33 | ±1 |
| GS 1 to 4 | 99 | ±1 | 29 | 14 | 57 | ±5 |
| GS 5 to 8 | 100 | ±1 | 32 | 26 | 41 | ±2 |
| GS 9 to 12 | 100 | ±1 | 45 | 25 | 30 | ±2 |
| GS/GM 13 to 15 | 100 | ±1 | 68 | 10 | 22 | ±2 |
| SES | 100 | ±0 | 80 | NR | 14 | ±11 |
| Blue Collar Total | 99 | ±1 | 33 | 34 | 33 | ±2 |
| WG 1 to 5 | 100 | ±1 | 25 | 24 | 51 | ±6 |
| WG 6 to 9 | 100 | ±1 | 30 | 31 | 40 | ±4 |
| WG 10 to 15 | 99 | ±1 | 26 | 43 | 31 | ±3 |
| WS/WL 1 to 19 | 99 | ±1 | 57 | 24 | 19 | ±4 |
| OCCUPATIONAL GROUPS | | | | | | |
| Professional | 100 | ±1 | 52 | 18 | 30 | ±2 |
| Administrative | 100 | ±1 | 53 | 19 | 28 | ±2 |
| Technical | 99 | ±1 | 35 | 26 | 39 | ±2 |
| Clerical | 99 | ±1 | 34 | 18 | 48 | ±3 |
| Other White Collar | 100 | ±0 | 30 | 42 | 28 | ±4 |
| Blue Collar | 99 | ±1 | 34 | 34 | 33 | ±2 |
| Scientists | 100 | ±1 | 49 | 15 | 36 | ±3 |
| Engineers | 100 | ±1 | 50 | 18 | 32 | ±2 |
| SUPERVISOR/MANAGER | | | | | | |
| Supervisor | 100 | ±1 | 66 | 9 | 24 | ±2 |
| Manager | 100 | ±1 | 77 | 7 | 16 | ±3 |
| Wage Leader | 99 | ±1 | 31 | 38 | 31 | ±5 |
| Wage Supervisor | 99 | ±1 | 62 | 17 | 22 | ±4 |
| All Others | 100 | ±1 | 37 | 27 | 36 | ±1 |
| SCHEDULE/LOCATION | | | | | | |
| Full-Time | 100 | ±1 | 44 | 24 | 32 | ±1 |
| Other Than Full-Time | 100 | ±1 | 31 | 10 | 59 | ±6 |
| CONUS | 100 | ±1 | 44 | 24 | 32 | ±1 |
| OCONUS | 99 | ±1 | 41 | 19 | 40 | ±3 |
| TYPE OF APPOINTMENT | | | | | | |
| Permanent | 100 | ±1 | 44 | 24 | 31 | ±1 |
| Non-Permanent | 100 | ±1 | 33 | 9 | 59 | ±5 |
| BARGAINING UNIT | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 77 | 0 | 23 | ±1 |
| In Bargaining Unit | 99 | ±1 | 0 | 54 | 46 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

25. What is your bargaining unit status?

| | Percent Responding | | Percentages | | | Max ME |
|------------------------------|--------------------|----|-------------|----|----|--------|
| | | | 1 | 2 | 3 | |
| DISABILITY | | | | | | |
| No Disability | 99 | ±1 | 45 | 23 | 32 | ±1 |
| Disability | 100 | ±1 | 36 | 28 | 36 | ±2 |
| Targeted Disability | 99 | ±1 | 35 | 29 | 37 | ±3 |
| Other Disability | 100 | ±1 | 36 | 28 | 36 | ±2 |
| VETERAN/PREFERENCE | | | | | | |
| Non-Veteran | 100 | ±1 | 44 | 22 | 34 | ±1 |
| Veteran | 100 | ±1 | 43 | 26 | 31 | ±1 |
| 10 Point 30% | 100 | ±1 | 39 | 22 | 39 | ±3 |
| 10 Point Non-30% | 99 | ±1 | 43 | 25 | 33 | ±3 |
| 5 Point | 100 | ±1 | 44 | 27 | 29 | ±2 |
| No Preference | 100 | ±1 | 41 | 23 | 36 | ±3 |
| RETIREMENT PLAN | | | | | | |
| CSRS | 100 | ±1 | 51 | 25 | 24 | ±2 |
| FERS | 99 | ±1 | 39 | 24 | 37 | ±1 |
| Other Plan | 99 | ±1 | 39 | 7 | 53 | ±6 |
| RETIREMENT ELIGIBILITY | | | | | | |
| Not Eligible | 100 | ±1 | 43 | 22 | 36 | ±1 |
| Optional Eligible | 100 | ±1 | 44 | 25 | 31 | ±2 |
| Discontinued Service | 99 | ±1 | 45 | 28 | 27 | ±2 |
| LENGTH OF SERVICE | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 32 | 14 | 54 | ±2 |
| 5 to 10 Years | 100 | ±1 | 35 | 21 | 44 | ±3 |
| 11 to 20 Years | 99 | ±1 | 42 | 26 | 32 | ±2 |
| 21 to 30 Years | 100 | ±1 | 48 | 26 | 25 | ±2 |
| More Than 30 Years | 99 | ±1 | 56 | 23 | 20 | ±2 |
| AGE | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 30 | 14 | 55 | ±3 |
| 31 to 40 Years Old | 100 | ±1 | 34 | 23 | 43 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 44 | 25 | 31 | ±2 |
| 51 to 60 Years Old | 100 | ±1 | 50 | 25 | 25 | ±2 |
| More Than 60 Years Old | 99 | ±1 | 50 | 24 | 26 | ±3 |
| GENDER | | | | | | |
| Male | 100 | ±1 | 44 | 25 | 31 | ±1 |
| Female | 99 | ±1 | 42 | 21 | 36 | ±2 |
| RACE/ETHNICITY | | | | | | |
| Non-Hispanic White | 100 | ±1 | 46 | 24 | 30 | ±1 |
| Total Minority | 99 | ±1 | 37 | 22 | 40 | ±2 |
| Non-Hispanic Black | 99 | ±1 | 39 | 24 | 37 | ±2 |
| Hispanic | 99 | ±1 | 37 | 21 | 42 | ±3 |
| Non-Hispanic API | 99 | ±1 | 35 | 16 | 49 | ±3 |
| EDUCATION | | | | | | |
| No College | 99 | ±1 | 36 | 26 | 38 | ±2 |
| Some College | 99 | ±1 | 38 | 28 | 34 | ±1 |
| 4-Year Degree | 100 | ±1 | 50 | 18 | 32 | ±2 |
| Graduate/Professional Degree | 100 | ±1 | 57 | 17 | 25 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

26. Are you eligible to join a bargaining unit (union) at work?

1. Yes

2. No

3. Don't know

| | Percent Responding | | Percentages | | | Max ME |
|-----------------------------|--------------------|----|-------------|----|----|--------|
| | | | 1 | 2 | 3 | |
| OVERALL AND COMPONENT | | | | | | |
| Total DoD | 76 | ±1 | 31 | 32 | 37 | ±1 |
| Army | 79 | ±1 | 32 | 29 | 39 | ±2 |
| Navy | 77 | ±1 | 28 | 35 | 38 | ±2 |
| Air Force | 73 | ±2 | 31 | 33 | 36 | ±2 |
| DoD Agencies and Activities | 71 | ±2 | 35 | 32 | 33 | ±2 |
| PAY PLAN/GRADE | | | | | | |
| White Collar Total | 79 | ±1 | 25 | 35 | 40 | ±1 |
| GS 1 to 4 | 85 | ±3 | 29 | 18 | 54 | ±5 |
| GS 5 to 8 | 73 | ±2 | 38 | 17 | 44 | ±2 |
| GS 9 to 12 | 75 | ±1 | 30 | 32 | 38 | ±2 |
| GS/GM 13 to 15 | 90 | ±1 | 10 | 57 | 33 | ±2 |
| SES | NR | ±0 | 2 | 79 | 19 | ±6 |
| Blue Collar Total | 65 | ±2 | 56 | 20 | 24 | ±2 |
| WG 1 to 5 | 75 | ±5 | 48 | 11 | 41 | ±7 |
| WG 6 to 9 | 69 | ±3 | 64 | 8 | 28 | ±4 |
| WG 10 to 15 | 57 | ±3 | 71 | 7 | 22 | ±3 |
| WS/WL 1 to 19 | 75 | ±3 | 29 | 57 | 14 | ±4 |
| OCCUPATIONAL GROUPS | | | | | | |
| Professional | 82 | ±2 | 17 | 41 | 42 | ±2 |
| Administrative | 81 | ±1 | 22 | 43 | 35 | ±2 |
| Technical | 74 | ±2 | 39 | 20 | 41 | ±2 |
| Clerical | 81 | ±2 | 31 | 19 | 50 | ±3 |
| Other White Collar | 58 | ±4 | 39 | 31 | 30 | ±6 |
| Blue Collar | 65 | ±2 | 56 | 20 | 24 | ±2 |
| Scientists | 84 | ±3 | 17 | 37 | 47 | ±4 |
| Engineers | 81 | ±2 | 20 | 38 | 42 | ±2 |
| SUPERVISOR/MANAGER | | | | | | |
| Supervisor | 90 | ±2 | 13 | 59 | 29 | ±2 |
| Manager | 93 | ±2 | 10 | 69 | 21 | ±3 |
| Wage Leader | 61 | ±5 | 58 | 12 | 30 | ±6 |
| Wage Supervisor | 83 | ±3 | 16 | 65 | 19 | ±5 |
| All Others | 73 | ±1 | 37 | 22 | 41 | ±1 |
| SCHEDULE/LOCATION | | | | | | |
| Full-Time | 75 | ±1 | 32 | 32 | 36 | ±1 |
| Other Than Full-Time | 89 | ±4 | 19 | 24 | 57 | ±7 |
| CONUS | 75 | ±1 | 33 | 32 | 36 | ±1 |
| OCONUS | 80 | ±2 | 18 | 35 | 47 | ±3 |
| TYPE OF APPOINTMENT | | | | | | |
| Permanent | 75 | ±1 | 32 | 32 | 36 | ±1 |
| Non-Permanent | 91 | ±2 | 18 | 26 | 55 | ±5 |
| BARGAINING UNIT | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 26 | 42 | 32 | ±1 |
| In Bargaining Unit | 45 | ±1 | 44 | 4 | 52 | ±2 |

Note. Percent responding are Civilian employees who answered the question and who are not in a bargaining unit or don't know if they are in a bargaining unit.

NR: Not reportable - cell size less than 30 or low precision.

26. Are you eligible to join a bargaining unit (union) at work?

| | Percent Responding | | Percentages | | | Max ME |
|------------------------------|--------------------|----|-------------|----|----|--------|
| | | | 1 | 2 | 3 | |
| DISABILITY | | | | | | |
| No Disability | 77 | ±1 | 30 | 33 | 37 | ±1 |
| Disability | 72 | ±2 | 36 | 25 | 39 | ±2 |
| Targeted Disability | 71 | ±3 | 39 | 24 | 37 | ±4 |
| Other Disability | 72 | ±2 | 34 | 26 | 40 | ±3 |
| VETERAN/PREFERENCE | | | | | | |
| Non-Veteran | 77 | ±1 | 29 | 32 | 39 | ±2 |
| Veteran | 74 | ±1 | 34 | 31 | 34 | ±2 |
| 10 Point 30% | 77 | ±3 | 30 | 28 | 42 | ±3 |
| 10 Point Non-30% | 75 | ±3 | 32 | 30 | 38 | ±3 |
| 5 Point | 72 | ±2 | 36 | 32 | 32 | ±2 |
| No Preference | 77 | ±3 | 33 | 32 | 34 | ±4 |
| RETIREMENT PLAN | | | | | | |
| CSRS | 74 | ±1 | 33 | 38 | 29 | ±2 |
| FERS | 76 | ±1 | 31 | 28 | 41 | ±1 |
| Other Plan | 92 | ±2 | 15 | 32 | 53 | ±6 |
| RETIREMENT ELIGIBILITY | | | | | | |
| Not Eligible | 78 | ±1 | 28 | 31 | 40 | ±2 |
| Optional Eligible | 75 | ±2 | 34 | 31 | 34 | ±2 |
| Discontinued Service | 72 | ±2 | 34 | 36 | 31 | ±2 |
| LENGTH OF SERVICE | | | | | | |
| 6 Months to 4 Years | 85 | ±2 | 26 | 22 | 52 | ±3 |
| 5 to 10 Years | 78 | ±2 | 30 | 24 | 46 | ±3 |
| 11 to 20 Years | 73 | ±2 | 32 | 31 | 37 | ±2 |
| 21 to 30 Years | 73 | ±1 | 34 | 36 | 30 | ±2 |
| More Than 30 Years | 76 | ±2 | 31 | 43 | 26 | ±2 |
| AGE | | | | | | |
| 30 Years Old or Less | 84 | ±2 | 28 | 19 | 53 | ±4 |
| 31 to 40 Years Old | 77 | ±2 | 29 | 27 | 45 | ±2 |
| 41 to 50 Years Old | 75 | ±1 | 30 | 34 | 36 | ±2 |
| 51 to 60 Years Old | 74 | ±1 | 34 | 36 | 30 | ±2 |
| More Than 60 Years Old | 75 | ±3 | 34 | 33 | 32 | ±3 |
| GENDER | | | | | | |
| Male | 74 | ±1 | 33 | 33 | 35 | ±1 |
| Female | 78 | ±1 | 29 | 31 | 40 | ±2 |
| RACE/ETHNICITY | | | | | | |
| Non-Hispanic White | 76 | ±1 | 31 | 34 | 35 | ±1 |
| Total Minority | 77 | ±2 | 31 | 27 | 42 | ±2 |
| Non-Hispanic Black | 75 | ±2 | 33 | 28 | 39 | ±3 |
| Hispanic | 78 | ±3 | 32 | 27 | 41 | ±4 |
| Non-Hispanic API | 83 | ±3 | 25 | 24 | 51 | ±4 |
| EDUCATION | | | | | | |
| No College | 73 | ±2 | 50 | 18 | 32 | ±3 |
| Some College | 72 | ±1 | 38 | 26 | 36 | ±2 |
| 4-Year Degree | 81 | ±1 | 21 | 38 | 40 | ±2 |
| Graduate/Professional Degree | 83 | ±2 | 14 | 47 | 39 | ±2 |

Note. Percent responding are Civilian employees who answered the question and who are not in a bargaining unit or don't know if they are in a bargaining unit.

27. What is your supervisory status?

1. Supervisor

2. Manager

3. Wage Leader (WL)

4. Wage Supervisor (WS)

5. Not a supervisor or manager

| | Percent Responding | | Percentages | | | | | Max ME |
|-----------------------------|--------------------|----|-------------|-----|-----|-----|-----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| OVERALL AND COMPONENT | | | | | | | | |
| Total DoD | 100 | ±1 | 12 | 6 | 2 | 3 | 77 | ±1 |
| Army | 100 | ±1 | 13 | 6 | 2 | 2 | 77 | ±1 |
| Navy | 100 | ±1 | 12 | 7 | 3 | 3 | 75 | ±2 |
| Air Force | 100 | ±1 | 12 | 7 | 2 | 4 | 75 | ±2 |
| DoD Agencies and Activities | 100 | ±1 | 9 | 4 | 2 | 2 | 82 | ±2 |
| PAY PLAN/GRADE | | | | | | | | |
| White Collar Total | 100 | ±1 | 14 | 7 | 1 | 1 | 78 | ±1 |
| GS 1 to 4 | 100 | ±1 | 3 | 1 | 0 | 0 | 96 | ±2 |
| GS 5 to 8 | 100 | ±1 | 8 | 2 | 1 | 0 | 88 | ±1 |
| GS 9 to 12 | 100 | ±1 | 13 | 6 | 0 | 1 | 81 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 28 | 21 | 1 | 1 | 50 | ±2 |
| SES | 100 | ±0 | 27 | 56 | 0 | 0 | 17 | ±12 |
| Blue Collar Total | 100 | ±1 | 5 | 2 | 7 | 11 | 75 | ±2 |
| WG 1 to 5 | 99 | ±1 | 4 | 1 | 3 | 1 | 90 | ±4 |
| WG 6 to 9 | 100 | ±1 | 2 | 0 | 2 | 2 | 94 | ±2 |
| WG 10 to 15 | 100 | ±1 | 3 | 0 | 1 | 2 | 94 | ±2 |
| WS/WL 1 to 19 | 100 | ±1 | 11 | 6 | 28 | 47 | 8 | ±4 |
| OCCUPATIONAL GROUPS | | | | | | | | |
| Professional | 100 | ±1 | 15 | 7 | 1 | 1 | 76 | ±2 |
| Administrative | 100 | ±1 | 18 | 12 | 0 | 0 | 69 | ±2 |
| Technical | 100 | ±1 | 9 | 3 | 1 | 1 | 87 | ±2 |
| Clerical | 100 | ±1 | 5 | 1 | 0 | 0 | 94 | ±2 |
| Other White Collar | 100 | ±0 | 17 | 5 | 5 | 1 | 73 | ±4 |
| Blue Collar | 100 | ±1 | 5 | 2 | 7 | 11 | 75 | ±2 |
| Scientists | 100 | ±1 | 15 | 6 | 1 | 1 | 77 | ±3 |
| Engineers | 100 | ±1 | 14 | 7 | 1 | 1 | 77 | ±2 |
| SUPERVISOR/MANAGER | | | | | | | | |
| Supervisor | 100 | ±0 | 100 | 0 | 0 | 0 | 0 | ±0 |
| Manager | 100 | ±0 | 0 | 100 | 0 | 0 | 0 | ±0 |
| Wage Leader | 100 | ±0 | 0 | 0 | 100 | 0 | 0 | ±0 |
| Wage Supervisor | 100 | ±0 | 0 | 0 | 0 | 100 | 0 | ±0 |
| All Others | 100 | ±0 | 0 | 0 | 0 | 0 | 100 | ±0 |
| SCHEDULE/LOCATION | | | | | | | | |
| Full-Time | 100 | ±1 | 12 | 6 | 2 | 3 | 76 | ±1 |
| Other Than Full-Time | 100 | ±1 | 3 | 2 | 0 | 0 | 95 | ±3 |
| CONUS | 100 | ±1 | 12 | 6 | 2 | 3 | 78 | ±1 |
| OCONUS | 100 | ±1 | 14 | 8 | 3 | 3 | 73 | ±3 |
| TYPE OF APPOINTMENT | | | | | | | | |
| Permanent | 100 | ±1 | 12 | 6 | 2 | 3 | 76 | ±1 |
| Non-Permanent | 100 | ±1 | 6 | 2 | 1 | 1 | 90 | ±3 |
| BARGAINING UNIT | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 17 | 9 | 2 | 4 | 68 | ±1 |
| In Bargaining Unit | 100 | ±1 | 5 | 2 | 3 | 2 | 89 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

27. What is your supervisory status?

| Percent Responding | | | Percentages | | | | | Max ME |
|------------------------------|-----|----|-------------|----|---|---|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| DISABILITY | | | | | | | | |
| No Disability | 100 | ±1 | 12 | 6 | 2 | 3 | 77 | ±1 |
| Disability | 100 | ±1 | 11 | 5 | 3 | 3 | 79 | ±2 |
| Targeted Disability | 100 | ±1 | 9 | 5 | 4 | 3 | 79 | ±3 |
| Other Disability | 100 | ±1 | 12 | 5 | 3 | 2 | 79 | ±2 |
| VETERAN/PREFERENCE | | | | | | | | |
| Non-Veteran | 100 | ±1 | 11 | 5 | 2 | 2 | 81 | ±1 |
| Veteran | 100 | ±1 | 13 | 7 | 3 | 4 | 73 | ±1 |
| 10 Point 30% | 100 | ±1 | 14 | 7 | 3 | 3 | 72 | ±3 |
| 10 Point Non-30% | 99 | ±1 | 15 | 7 | 2 | 4 | 72 | ±3 |
| 5 Point | 100 | ±1 | 13 | 7 | 3 | 4 | 73 | ±2 |
| No Preference | 100 | ±1 | 12 | 6 | 2 | 4 | 75 | ±3 |
| RETIREMENT PLAN | | | | | | | | |
| CSRS | 100 | ±1 | 14 | 8 | 2 | 4 | 72 | ±1 |
| FERS | 100 | ±1 | 11 | 5 | 2 | 2 | 80 | ±1 |
| Other Plan | 99 | ±1 | 8 | 3 | 1 | 0 | 88 | ±3 |
| RETIREMENT ELIGIBILITY | | | | | | | | |
| Not Eligible | 100 | ±1 | 11 | 5 | 2 | 2 | 80 | ±1 |
| Optional Eligible | 100 | ±1 | 13 | 7 | 3 | 4 | 74 | ±1 |
| Discontinued Service | 100 | ±1 | 13 | 7 | 2 | 4 | 75 | ±2 |
| LENGTH OF SERVICE | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 6 | 3 | 1 | 2 | 88 | ±2 |
| 5 to 10 Years | 100 | ±1 | 10 | 4 | 2 | 2 | 82 | ±2 |
| 11 to 20 Years | 100 | ±1 | 12 | 5 | 2 | 2 | 79 | ±1 |
| 21 to 30 Years | 100 | ±1 | 13 | 7 | 2 | 3 | 73 | ±1 |
| More Than 30 Years | 100 | ±1 | 16 | 12 | 2 | 5 | 66 | ±2 |
| AGE | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 5 | 2 | 1 | 1 | 91 | ±2 |
| 31 to 40 Years Old | 100 | ±1 | 9 | 4 | 2 | 2 | 83 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 12 | 7 | 2 | 3 | 75 | ±1 |
| 51 to 60 Years Old | 100 | ±1 | 14 | 7 | 2 | 4 | 73 | ±1 |
| More Than 60 Years Old | 100 | ±1 | 14 | 8 | 2 | 2 | 74 | ±3 |
| GENDER | | | | | | | | |
| Male | 100 | ±1 | 13 | 8 | 3 | 4 | 72 | ±1 |
| Female | 100 | ±1 | 10 | 4 | 1 | 1 | 85 | ±1 |
| RACE/ETHNICITY | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 12 | 7 | 2 | 3 | 76 | ±1 |
| Total Minority | 100 | ±1 | 11 | 5 | 2 | 3 | 80 | ±1 |
| Non-Hispanic Black | 100 | ±1 | 11 | 5 | 2 | 2 | 80 | ±2 |
| Hispanic | 100 | ±1 | 12 | 4 | 3 | 4 | 77 | ±3 |
| Non-Hispanic API | 99 | ±1 | 10 | 3 | 2 | 3 | 81 | ±3 |
| EDUCATION | | | | | | | | |
| No College | 100 | ±1 | 7 | 2 | 4 | 4 | 82 | ±2 |
| Some College | 100 | ±1 | 10 | 4 | 3 | 4 | 79 | ±1 |
| 4-Year Degree | 100 | ±1 | 14 | 8 | 1 | 1 | 76 | ±2 |
| Graduate/Professional Degree | 100 | ±1 | 19 | 12 | 1 | 1 | 68 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

28. Where do you work?

1. CONUS

2. OCONUS

| | Percent Responding | | Percentages | | Max ME |
|-----------------------------|-----------------------|----|-------------|-----|-----------|
| | | | 1 | 2 | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 100 | ±1 | 91 | 9 | ±1 |
| Army | 100 | ±1 | 90 | 10 | ±1 |
| Navy | 100 | ±1 | 91 | 9 | ±1 |
| Air Force | 100 | ±1 | 95 | 5 | ±1 |
| DoD Agencies and Activities | 99 | ±1 | 89 | 11 | ±2 |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 100 | ±1 | 91 | 9 | ±1 |
| GS 1 to 4 | 98 | ±2 | 87 | 13 | ±4 |
| GS 5 to 8 | 100 | ±1 | 91 | 9 | ±1 |
| GS 9 to 12 | 100 | ±1 | 90 | 10 | ±1 |
| GS/GM 13 to 15 | 100 | ±1 | 94 | 6 | ±1 |
| SES | 100 | ±1 | 93 | 7 | ±9 |
| Blue Collar Total | 100 | ±1 | 92 | 8 | ±1 |
| WG 1 to 5 | 99 | ±1 | 88 | 12 | ±4 |
| WG 6 to 9 | 100 | ±1 | 94 | 6 | ±2 |
| WG 10 to 15 | 100 | ±1 | 94 | 6 | ±2 |
| WS/WL 1 to 19 | 100 | ±1 | 89 | 11 | ±3 |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 100 | ±1 | 89 | 11 | ±1 |
| Administrative | 100 | ±1 | 92 | 8 | ±1 |
| Technical | 100 | ±1 | 92 | 8 | ±1 |
| Clerical | 99 | ±1 | 90 | 10 | ±2 |
| Other White Collar | 100 | ±1 | 95 | 5 | ±2 |
| Blue Collar | 100 | ±1 | 92 | 8 | ±1 |
| Scientists | 100 | ±1 | 95 | 5 | ±3 |
| Engineers | 100 | ±1 | 94 | 6 | ±1 |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 100 | ±1 | 89 | 11 | ±2 |
| Manager | 100 | ±1 | 88 | 12 | ±2 |
| Wage Leader | 100 | ±1 | 89 | 11 | ±4 |
| Wage Supervisor | 100 | ±1 | 90 | 10 | ±3 |
| All Others | 100 | ±1 | 92 | 8 | ±1 |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 100 | ±1 | 91 | 9 | ±1 |
| Other Than Full-Time | 98 | ±2 | 79 | 21 | ±6 |
| CONUS | 100 | ±1 | 100 | 0 | ±0 |
| OCONUS | 100 | ±1 | 0 | 100 | ±0 |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 100 | ±1 | 91 | 9 | ±1 |
| Non-Permanent | 98 | ±2 | 83 | 17 | ±4 |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 89 | 11 | ±1 |
| In Bargaining Unit | 100 | ±1 | 93 | 7 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

28. Where do you work?

| | Percent Responding | | Percentages | | Max ME |
|------------------------------|-----------------------|----|-------------|----|-----------|
| | | | 1 | 2 | |
| DISABILITY | | | | | |
| No Disability | 100 | ±1 | 91 | 9 | ±1 |
| Disability | 100 | ±1 | 91 | 9 | ±1 |
| Targeted Disability | 99 | ±1 | 91 | 9 | ±2 |
| Other Disability | 100 | ±1 | 91 | 9 | ±2 |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 100 | ±1 | 91 | 9 | ±1 |
| Veteran | 100 | ±1 | 91 | 9 | ±1 |
| 10 Point 30% | 100 | ±1 | 91 | 9 | ±2 |
| 10 Point Non-30% | 100 | ±1 | 90 | 10 | ±2 |
| 5 Point | 100 | ±1 | 91 | 9 | ±1 |
| No Preference | 100 | ±1 | 93 | 7 | ±2 |
| RETIREMENT PLAN | | | | | |
| CSRS | 100 | ±1 | 93 | 7 | ±1 |
| FERS | 100 | ±1 | 90 | 10 | ±1 |
| Other Plan | 98 | ±2 | 83 | 17 | ±5 |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 100 | ±1 | 91 | 9 | ±1 |
| Optional Eligible | 100 | ±1 | 90 | 10 | ±1 |
| Discontinued Service | 100 | ±1 | 92 | 8 | ±1 |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 87 | 13 | ±2 |
| 5 to 10 Years | 100 | ±1 | 88 | 12 | ±2 |
| 11 to 20 Years | 100 | ±1 | 92 | 8 | ±1 |
| 21 to 30 Years | 100 | ±1 | 93 | 7 | ±1 |
| More Than 30 Years | 100 | ±1 | 92 | 8 | ±1 |
| AGE | | | | | |
| 30 Years Old or Less | 98 | ±1 | 91 | 9 | ±2 |
| 31 to 40 Years Old | 100 | ±1 | 88 | 12 | ±2 |
| 41 to 50 Years Old | 100 | ±1 | 91 | 9 | ±1 |
| 51 to 60 Years Old | 100 | ±1 | 92 | 8 | ±1 |
| More Than 60 Years Old | 100 | ±1 | 92 | 8 | ±2 |
| GENDER | | | | | |
| Male | 100 | ±1 | 92 | 8 | ±1 |
| Female | 100 | ±1 | 90 | 10 | ±1 |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 100 | ±1 | 94 | 6 | ±1 |
| Total Minority | 100 | ±1 | 85 | 15 | ±1 |
| Non-Hispanic Black | 100 | ±1 | 93 | 7 | ±2 |
| Hispanic | 100 | ±1 | 87 | 13 | ±2 |
| Non-Hispanic API | 99 | ±1 | 64 | 36 | ±3 |
| EDUCATION | | | | | |
| No College | 99 | ±1 | 94 | 6 | ±1 |
| Some College | 100 | ±1 | 91 | 9 | ±1 |
| 4-Year Degree | 100 | ±1 | 90 | 10 | ±1 |
| Graduate/Professional Degree | 100 | ±1 | 89 | 11 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

29. In which locality pay area do you work?

1. Washington, D.C. Metro and Baltimore area

2. Other locality pay area

3. Rest of U.S./other

| | Percent Responding | | Percentages | | | Max ME |
|-----------------------------|-----------------------|----|-------------|-----|----|-----------|
| | | | 1 | 2 | 3 | |
| OVERALL AND COMPONENT | | | | | | |
| Total DoD | 96 | ±1 | 9 | 66 | 25 | ±1 |
| Army | 95 | ±1 | 10 | 65 | 25 | ±2 |
| Navy | 97 | ±1 | 12 | 67 | 20 | ±2 |
| Air Force | 95 | ±1 | 3 | 65 | 33 | ±2 |
| DoD Agencies and Activities | 96 | ±1 | 12 | 67 | 21 | ±2 |
| PAY PLAN/GRADE | | | | | | |
| White Collar Total | 95 | ±1 | 12 | 56 | 32 | ±1 |
| GS 1 to 4 | 85 | ±4 | 7 | 58 | 35 | ±5 |
| GS 5 to 8 | 90 | ±1 | 9 | 52 | 38 | ±2 |
| GS 9 to 12 | 95 | ±1 | 9 | 53 | 38 | ±2 |
| GS/GM 13 to 15 | 98 | ±1 | 30 | 43 | 27 | ±2 |
| SES | 100 | ±0 | 0 | 100 | 0 | ±0 |
| Blue Collar Total | 100 | ±0 | 0 | 100 | 0 | ±0 |
| WG 1 to 5 | 100 | ±0 | 0 | 100 | 0 | ±0 |
| WG 6 to 9 | 100 | ±0 | 0 | 100 | 0 | ±0 |
| WG 10 to 15 | 100 | ±0 | 0 | 100 | 0 | ±0 |
| WS/WL 1 to 19 | 100 | ±0 | 0 | 100 | 0 | ±0 |
| OCCUPATIONAL GROUPS | | | | | | |
| Professional | 97 | ±1 | 13 | 64 | 23 | ±2 |
| Administrative | 96 | ±1 | 14 | 51 | 34 | ±2 |
| Technical | 92 | ±1 | 8 | 56 | 37 | ±2 |
| Clerical | 90 | ±2 | 10 | 54 | 35 | ±3 |
| Other White Collar | 89 | ±3 | 9 | 54 | 38 | ±5 |
| Blue Collar | 100 | ±1 | 0 | 99 | 1 | ±1 |
| Scientists | 94 | ±2 | 15 | 54 | 31 | ±3 |
| Engineers | 97 | ±1 | 10 | 63 | 27 | ±2 |
| SUPERVISOR/MANAGER | | | | | | |
| Supervisor | 96 | ±1 | 12 | 58 | 30 | ±2 |
| Manager | 97 | ±1 | 12 | 57 | 32 | ±3 |
| Wage Leader | 99 | ±2 | 4 | 88 | 8 | ±3 |
| Wage Supervisor | 100 | ±1 | 2 | 95 | 3 | ±2 |
| All Others | 95 | ±1 | 9 | 66 | 25 | ±1 |
| SCHEDULE/LOCATION | | | | | | |
| Full-Time | 96 | ±1 | 9 | 65 | 25 | ±1 |
| Other Than Full-Time | 93 | ±3 | 6 | 80 | 15 | ±5 |
| CONUS | 95 | ±1 | 10 | 62 | 27 | ±1 |
| OCONUS | 100 | ±0 | 0 | 100 | 0 | ±0 |
| TYPE OF APPOINTMENT | | | | | | |
| Permanent | 96 | ±1 | 10 | 65 | 25 | ±1 |
| Non-Permanent | 93 | ±3 | 6 | 75 | 20 | ±4 |
| BARGAINING UNIT | | | | | | |
| Not in Bargaining Unit | 97 | ±1 | 13 | 62 | 25 | ±1 |
| In Bargaining Unit | 94 | ±1 | 5 | 71 | 24 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

29. In which locality pay area do you work?

| | Percent Responding | | Percentages | | | Max ME |
|------------------------------|--------------------|----|-------------|----|----|--------|
| | | | 1 | 2 | 3 | |
| DISABILITY | | | | | | |
| No Disability | 96 | ±1 | 10 | 66 | 24 | ±1 |
| Disability | 95 | ±1 | 8 | 66 | 26 | ±2 |
| Targeted Disability | 95 | ±2 | 7 | 70 | 23 | ±3 |
| Other Disability | 95 | ±1 | 8 | 64 | 27 | ±2 |
| VETERAN/PREFERENCE | | | | | | |
| Non-Veteran | 96 | ±1 | 11 | 63 | 26 | ±1 |
| Veteran | 96 | ±1 | 7 | 70 | 23 | ±1 |
| 10 Point 30% | 94 | ±2 | 6 | 65 | 29 | ±3 |
| 10 Point Non-30% | 95 | ±2 | 6 | 68 | 26 | ±3 |
| 5 Point | 96 | ±1 | 7 | 71 | 22 | ±2 |
| No Preference | 96 | ±2 | 8 | 72 | 21 | ±3 |
| RETIREMENT PLAN | | | | | | |
| CSRS | 96 | ±1 | 10 | 65 | 25 | ±1 |
| FERS | 96 | ±1 | 9 | 66 | 24 | ±1 |
| Other Plan | 93 | ±3 | 6 | 73 | 21 | ±5 |
| RETIREMENT ELIGIBILITY | | | | | | |
| Not Eligible | 96 | ±1 | 10 | 64 | 26 | ±1 |
| Optional Eligible | 96 | ±1 | 9 | 69 | 23 | ±2 |
| Discontinued Service | 96 | ±1 | 9 | 65 | 26 | ±2 |
| LENGTH OF SERVICE | | | | | | |
| 6 Months to 4 Years | 94 | ±1 | 9 | 70 | 22 | ±2 |
| 5 to 10 Years | 95 | ±1 | 8 | 69 | 23 | ±2 |
| 11 to 20 Years | 96 | ±1 | 10 | 65 | 25 | ±2 |
| 21 to 30 Years | 96 | ±1 | 9 | 65 | 26 | ±2 |
| More Than 30 Years | 96 | ±1 | 11 | 65 | 25 | ±2 |
| AGE | | | | | | |
| 30 Years Old or Less | 94 | ±2 | 10 | 71 | 19 | ±3 |
| 31 to 40 Years Old | 96 | ±1 | 10 | 66 | 24 | ±2 |
| 41 to 50 Years Old | 96 | ±1 | 9 | 64 | 26 | ±1 |
| 51 to 60 Years Old | 96 | ±1 | 9 | 66 | 25 | ±1 |
| More Than 60 Years Old | 96 | ±2 | 8 | 68 | 23 | ±3 |
| GENDER | | | | | | |
| Male | 97 | ±1 | 7 | 71 | 21 | ±1 |
| Female | 94 | ±1 | 13 | 57 | 30 | ±2 |
| RACE/ETHNICITY | | | | | | |
| Non-Hispanic White | 96 | ±1 | 9 | 64 | 27 | ±1 |
| Total Minority | 95 | ±1 | 11 | 69 | 21 | ±2 |
| Non-Hispanic Black | 95 | ±1 | 16 | 60 | 24 | ±2 |
| Hispanic | 93 | ±2 | 5 | 72 | 23 | ±3 |
| Non-Hispanic API | 98 | ±1 | 7 | 84 | 10 | ±3 |
| EDUCATION | | | | | | |
| No College | 95 | ±1 | 7 | 76 | 18 | ±2 |
| Some College | 95 | ±1 | 7 | 68 | 25 | ±1 |
| 4-Year Degree | 96 | ±1 | 11 | 59 | 29 | ±2 |
| Graduate/Professional Degree | 98 | ±1 | 16 | 61 | 23 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

a. Your total compensation (i.e., pay, incentives, and bonuses)

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | |
|-----------------------------|-----|----|--------------------|----|-------------|----|----|-----|-----|--------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 6 | 18 | 17 | 47 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 6 | 19 | 17 | 46 | 13 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 6 | 18 | 17 | 47 | 11 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 6 | 17 | 17 | 48 | 12 | ±2 | 3.4 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 100 | ±1 | 7 | 17 | 17 | 46 | 13 | ±2 | 3.4 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 6 | 18 | 17 | 47 | 13 | ±1 | 3.4 | ±0.1 | <div></div> | |
| GS 1 to 4 | 99 | ±1 | 12 | 23 | 20 | 36 | 8 | ±5 | 3.1 | ±0.1 | <div></div> | |
| GS 5 to 8 | 99 | ±1 | 11 | 24 | 18 | 38 | 9 | ±2 | 3.1 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 4 | 16 | 16 | 50 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 3 | 13 | 13 | 53 | 18 | ±2 | 3.7 | ±0.1 | <div></div> | |
| SES | 100 | ±0 | 7 | 15 | 19 | 42 | 17 | ±11 | 3.5 | ±0.2 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 7 | 18 | 18 | 46 | 11 | ±2 | 3.4 | ±0.1 | <div></div> | |
| WG 1 to 5 | 99 | ±1 | 10 | 19 | 16 | 44 | 11 | ±6 | 3.3 | ±0.2 | <div></div> | |
| WG 6 to 9 | 99 | ±1 | 8 | 18 | 16 | 44 | 13 | ±4 | 3.4 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 8 | 19 | 18 | 45 | 10 | ±3 | 3.3 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 4 | 17 | 19 | 50 | 10 | ±4 | 3.5 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 4 | 16 | 17 | 50 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 4 | 14 | 15 | 51 | 16 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 9 | 23 | 18 | 41 | 9 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Clerical | 99 | ±1 | 11 | 22 | 20 | 38 | 9 | ±3 | 3.1 | ±0.1 | <div></div> | |
| Other White Collar | 100 | ±1 | 10 | 25 | 18 | 39 | 9 | ±4 | 3.1 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 7 | 18 | 17 | 46 | 11 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Scientists | 100 | ±1 | 5 | 18 | 15 | 49 | 13 | ±4 | 3.5 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 4 | 16 | 19 | 50 | 11 | ±2 | 3.5 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 5 | 17 | 14 | 49 | 15 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Manager | 100 | ±1 | 5 | 17 | 13 | 50 | 15 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 6 | 21 | 20 | 46 | 7 | ±5 | 3.3 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 6 | 19 | 18 | 47 | 10 | ±4 | 3.4 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 6 | 18 | 17 | 46 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 6 | 18 | 17 | 47 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Other Than Full-Time | 100 | ±1 | 7 | 14 | 20 | 48 | 12 | ±7 | 3.4 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 6 | 18 | 17 | 47 | 13 | ±1 | 3.4 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 7 | 16 | 18 | 48 | 12 | ±3 | 3.4 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 6 | 18 | 16 | 47 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Non-Permanent | 100 | ±1 | 6 | 14 | 22 | 44 | 13 | ±5 | 3.4 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 5 | 17 | 16 | 48 | 14 | ±1 | 3.5 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 7 | 20 | 18 | 45 | 11 | ±2 | 3.3 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

a. Your total compensation (i.e., pay, incentives, and bonuses)

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 6 | 17 | 17 | 48 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 9 | 21 | 18 | 42 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 11 | 21 | 18 | 39 | 10 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 8 | 21 | 18 | 43 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 6 | 17 | 16 | 47 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 7 | 19 | 17 | 46 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 9 | 19 | 17 | 43 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 7 | 18 | 17 | 46 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 6 | 19 | 17 | 46 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 5 | 19 | 17 | 47 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 6 | 17 | 16 | 47 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 6 | 18 | 17 | 47 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Plan | 100 | ±1 | 8 | 16 | 22 | 42 | 13 | ±6 | 3.4 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 6 | 17 | 17 | 47 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 6 | 18 | 16 | 46 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 7 | 19 | 17 | 45 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 5 | 17 | 20 | 46 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 7 | 17 | 17 | 47 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 7 | 19 | 17 | 46 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 6 | 18 | 16 | 46 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 6 | 17 | 15 | 48 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 6 | 17 | 20 | 45 | 11 | ±3 | 3.4 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 6 | 19 | 17 | 48 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 6 | 18 | 17 | 47 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 7 | 18 | 16 | 46 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 6 | 15 | 15 | 48 | 17 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 6 | 18 | 17 | 48 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 7 | 18 | 16 | 45 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 5 | 17 | 16 | 48 | 13 | ±1 | 3.5 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 9 | 19 | 18 | 43 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 10 | 22 | 18 | 41 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 10 | 17 | 17 | 43 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 5 | 15 | 20 | 49 | 11 | ±3 | 3.5 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 7 | 17 | 16 | 46 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 7 | 20 | 17 | 44 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 5 | 17 | 17 | 49 | 13 | ±2 | 3.5 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 4 | 15 | 15 | 51 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

b. The type of work you do

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|-----|----|-----------------------|----|-------------|----|----|----|-----|-----------|----------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 2 | 6 | 12 | 51 | 29 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| Army | 99 | ±1 | 3 | 6 | 11 | 51 | 30 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| Navy | 99 | ±1 | 2 | 6 | 12 | 52 | 28 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| Air Force | 99 | ±1 | 2 | 6 | 11 | 52 | 29 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 99 | ±1 | 2 | 6 | 13 | 50 | 28 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 2 | 6 | 11 | 50 | 30 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 99 | ±1 | 4 | 8 | 18 | 48 | 22 | ±5 | 3.8 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 98 | ±1 | 3 | 8 | 14 | 49 | 26 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 99 | ±1 | 2 | 6 | 10 | 52 | 30 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 99 | ±1 | 2 | 5 | 10 | 49 | 34 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| SES | 97 | ±4 | 1 | 2 | 4 | 34 | 58 | ±8 | 4.4 | ±0.1 | <div></div> | | |
| Blue Collar Total | 99 | ±1 | 2 | 6 | 12 | 54 | 26 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 99 | ±2 | 5 | 10 | 17 | 49 | 20 | ±6 | 3.7 | ±0.2 | <div></div> | | |
| WG 6 to 9 | 99 | ±1 | 3 | 5 | 13 | 54 | 26 | ±4 | 3.9 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 99 | ±1 | 2 | 6 | 12 | 54 | 27 | ±3 | 4.0 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 99 | ±1 | 1 | 4 | 9 | 58 | 27 | ±4 | 4.1 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 99 | ±1 | 2 | 6 | 11 | 52 | 30 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| Administrative | 99 | ±1 | 2 | 6 | 10 | 50 | 32 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Technical | 98 | ±1 | 3 | 6 | 13 | 50 | 28 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| Clerical | 98 | ±1 | 4 | 9 | 17 | 48 | 22 | ±3 | 3.8 | ±0.1 | <div></div> | | |
| Other White Collar | 99 | ±1 | 2 | 6 | 9 | 46 | 37 | ±4 | 4.1 | ±0.1 | <div></div> | | |
| Blue Collar | 99 | ±1 | 2 | 6 | 12 | 54 | 26 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| Scientists | 99 | ±1 | 2 | 6 | 10 | 49 | 32 | ±4 | 4.0 | ±0.1 | <div></div> | | |
| Engineers | 99 | ±1 | 2 | 6 | 11 | 54 | 28 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 2 | 4 | 9 | 50 | 35 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Manager | 99 | ±1 | 2 | 4 | 7 | 46 | 41 | ±3 | 4.2 | ±0.1 | <div></div> | | |
| Wage Leader | 98 | ±2 | 3 | 4 | 8 | 57 | 28 | ±5 | 4.0 | ±0.1 | <div></div> | | |
| Wage Supervisor | 99 | ±2 | 2 | 5 | 7 | 58 | 29 | ±4 | 4.1 | ±0.1 | <div></div> | | |
| All Others | 99 | ±1 | 2 | 7 | 13 | 51 | 27 | ±1 | 3.9 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 2 | 6 | 11 | 51 | 29 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 99 | ±1 | 1 | 5 | 21 | 52 | 20 | ±7 | 3.9 | ±0.1 | <div></div> | | |
| CONUS | 99 | ±1 | 2 | 6 | 12 | 51 | 29 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| OCONUS | 99 | ±1 | 2 | 5 | 12 | 50 | 31 | ±3 | 4.0 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 2 | 6 | 11 | 51 | 29 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| Non-Permanent | 100 | ±1 | 2 | 5 | 14 | 51 | 29 | ±5 | 4.0 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 2 | 6 | 11 | 51 | 30 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 99 | ±1 | 3 | 7 | 12 | 51 | 27 | ±2 | 3.9 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

b. The type of work you do

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 2 | 6 | 12 | 52 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 3 | 8 | 12 | 49 | 28 | ±2 | 3.9 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 4 | 8 | 11 | 49 | 28 | ±3 | 3.9 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 3 | 8 | 12 | 49 | 28 | ±2 | 3.9 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 2 | 6 | 13 | 52 | 28 | ±1 | 4.0 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 2 | 6 | 10 | 51 | 31 | ±1 | 4.0 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 3 | 7 | 10 | 47 | 32 | ±3 | 4.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 2 | 6 | 9 | 49 | 34 | ±3 | 4.1 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 2 | 6 | 11 | 51 | 29 | ±2 | 4.0 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 2 | 5 | 9 | 53 | 32 | ±3 | 4.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 2 | 6 | 12 | 51 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 2 | 6 | 11 | 51 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 2 | 6 | 18 | 49 | 25 | ±6 | 3.9 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 2 | 6 | 12 | 51 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 2 | 6 | 11 | 51 | 30 | ±2 | 4.0 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 2 | 7 | 11 | 52 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 2 | 6 | 13 | 50 | 29 | ±2 | 4.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 2 | 5 | 11 | 52 | 29 | ±3 | 4.0 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 2 | 6 | 12 | 52 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 2 | 6 | 11 | 52 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 2 | 6 | 10 | 50 | 32 | ±2 | 4.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 2 | 8 | 17 | 51 | 23 | ±3 | 3.8 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 2 | 6 | 12 | 52 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 2 | 6 | 11 | 52 | 29 | ±2 | 4.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 3 | 6 | 11 | 50 | 30 | ±2 | 4.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 2 | 4 | 10 | 48 | 36 | ±3 | 4.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 2 | 6 | 11 | 52 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 3 | 6 | 13 | 50 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 2 | 6 | 11 | 51 | 30 | ±1 | 4.0 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 3 | 6 | 12 | 51 | 27 | ±2 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 4 | 7 | 13 | 50 | 27 | ±2 | 3.9 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 3 | 6 | 10 | 52 | 28 | ±3 | 4.0 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 2 | 5 | 12 | 58 | 23 | ±3 | 3.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 3 | 5 | 10 | 55 | 27 | ±2 | 4.0 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 2 | 6 | 12 | 50 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 2 | 6 | 13 | 52 | 27 | ±2 | 4.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 2 | 7 | 9 | 49 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

c. Your opportunities for promotion

1. Very dissatisfied

2. Dissatisfied

3. Neither satisfied nor dissatisfied

4. Satisfied

5. Very satisfied

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 19 | 26 | 22 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 18 | 26 | 21 | 28 | 7 | ±2 | 2.8 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 18 | 27 | 22 | 27 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 20 | 25 | 20 | 27 | 7 | ±2 | 2.7 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 19 | 24 | 24 | 27 | 6 | ±2 | 2.7 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 18 | 26 | 22 | 28 | 7 | ±1 | 2.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±2 | 32 | 26 | 22 | 17 | 4 | ±4 | 2.4 | ±0.1 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 29 | 29 | 17 | 19 | 5 | ±2 | 2.4 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 15 | 26 | 23 | 29 | 7 | ±1 | 2.9 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 11 | 22 | 24 | 34 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 97 | ±4 | 3 | 14 | 26 | 35 | 22 | ±8 | 3.6 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 22 | 26 | 20 | 27 | 6 | ±2 | 2.7 | ±0.1 | <div></div> |
| WG 1 to 5 | 97 | ±2 | 26 | 28 | 20 | 21 | 5 | ±5 | 2.5 | ±0.2 | <div></div> |
| WG 6 to 9 | 98 | ±1 | 26 | 26 | 19 | 24 | 5 | ±3 | 2.5 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 23 | 27 | 21 | 25 | 5 | ±3 | 2.6 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 13 | 23 | 20 | 38 | 7 | ±4 | 3.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 12 | 23 | 26 | 32 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 14 | 25 | 22 | 31 | 8 | ±2 | 2.9 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 26 | 29 | 20 | 20 | 5 | ±2 | 2.5 | ±0.1 | <div></div> |
| Clerical | 98 | ±1 | 31 | 31 | 18 | 17 | 4 | ±3 | 2.3 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 19 | 21 | 20 | 31 | 8 | ±4 | 2.9 | ±0.2 | <div></div> |
| Blue Collar | 99 | ±1 | 21 | 25 | 20 | 27 | 6 | ±2 | 2.7 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 16 | 25 | 25 | 28 | 7 | ±3 | 2.9 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 13 | 25 | 26 | 31 | 6 | ±2 | 2.9 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 16 | 23 | 21 | 32 | 8 | ±2 | 2.9 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 11 | 21 | 22 | 34 | 12 | ±3 | 3.1 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 15 | 31 | 21 | 29 | 4 | ±5 | 2.8 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 15 | 22 | 18 | 37 | 8 | ±4 | 3.0 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 20 | 26 | 22 | 26 | 6 | ±1 | 2.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 19 | 26 | 21 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±2 | 16 | 20 | 33 | 26 | 5 | ±6 | 2.9 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 19 | 26 | 21 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 15 | 22 | 25 | 31 | 7 | ±3 | 2.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 19 | 26 | 21 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 16 | 21 | 27 | 28 | 8 | ±5 | 2.9 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 16 | 25 | 23 | 29 | 7 | ±1 | 2.9 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 22 | 27 | 20 | 25 | 6 | ±1 | 2.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

c. Your opportunities for promotion

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 17 | 25 | 22 | 29 | 7 | ±1 | 2.8 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 27 | 27 | 20 | 21 | 5 | ±2 | 2.5 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 31 | 25 | 19 | 20 | 5 | ±3 | 2.4 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 25 | 28 | 21 | 21 | 5 | ±2 | 2.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 18 | 25 | 22 | 28 | 7 | ±1 | 2.8 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 20 | 26 | 21 | 26 | 6 | ±1 | 2.7 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 24 | 27 | 19 | 23 | 7 | ±3 | 2.6 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 22 | 26 | 21 | 26 | 6 | ±3 | 2.7 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 20 | 27 | 21 | 26 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 16 | 25 | 22 | 30 | 8 | ±3 | 2.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 20 | 26 | 21 | 27 | 6 | ±1 | 2.7 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 18 | 26 | 21 | 28 | 7 | ±1 | 2.8 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 20 | 24 | 30 | 22 | 5 | ±5 | 2.7 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 18 | 25 | 22 | 28 | 7 | ±1 | 2.8 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 19 | 26 | 22 | 27 | 6 | ±2 | 2.7 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 22 | 27 | 20 | 25 | 6 | ±2 | 2.7 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 12 | 22 | 25 | 32 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 17 | 27 | 20 | 29 | 7 | ±3 | 2.8 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 21 | 26 | 21 | 26 | 6 | ±2 | 2.7 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 21 | 27 | 21 | 26 | 6 | ±1 | 2.7 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 20 | 25 | 23 | 27 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 13 | 22 | 25 | 32 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 17 | 24 | 22 | 30 | 8 | ±2 | 2.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 19 | 27 | 21 | 27 | 6 | ±1 | 2.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 21 | 26 | 21 | 26 | 6 | ±1 | 2.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 97 | ±1 | 19 | 23 | 25 | 27 | 5 | ±3 | 2.8 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 18 | 25 | 22 | 28 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 20 | 27 | 20 | 26 | 7 | ±2 | 2.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 17 | 26 | 23 | 28 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 23 | 26 | 20 | 26 | 6 | ±2 | 2.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 26 | 28 | 17 | 23 | 6 | ±2 | 2.6 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 23 | 24 | 21 | 25 | 6 | ±3 | 2.7 | ±0.1 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 13 | 21 | 26 | 33 | 6 | ±3 | 3.0 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 20 | 25 | 20 | 29 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 22 | 26 | 21 | 25 | 6 | ±1 | 2.7 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 15 | 25 | 23 | 30 | 6 | ±2 | 2.9 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 15 | 24 | 24 | 29 | 7 | ±2 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

d. The quality of your coworkers

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | |
|-----------------------------|-----|----|--------------------|----|-------------|----|----|----|-----|--------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 3 | 11 | 20 | 49 | 17 | ±1 | 3.7 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 4 | 11 | 20 | 48 | 17 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 3 | 11 | 20 | 50 | 17 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 3 | 10 | 20 | 49 | 18 | ±2 | 3.7 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 99 | ±1 | 4 | 10 | 21 | 49 | 16 | ±2 | 3.6 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 3 | 10 | 20 | 49 | 18 | ±1 | 3.7 | ±0.1 | <div></div> | |
| GS 1 to 4 | 100 | ±1 | 6 | 11 | 20 | 46 | 17 | ±5 | 3.6 | ±0.1 | <div></div> | |
| GS 5 to 8 | 99 | ±1 | 5 | 11 | 21 | 46 | 17 | ±2 | 3.6 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 3 | 11 | 20 | 49 | 17 | ±2 | 3.7 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 2 | 8 | 17 | 53 | 21 | ±2 | 3.8 | ±0.1 | <div></div> | |
| SES | 98 | ±4 | 1 | 4 | 8 | 40 | 48 | ±8 | 4.3 | ±0.2 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 4 | 13 | 22 | 48 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| WG 1 to 5 | 98 | ±2 | 6 | 16 | 23 | 41 | 14 | ±6 | 3.4 | ±0.2 | <div></div> | |
| WG 6 to 9 | 98 | ±1 | 6 | 13 | 23 | 45 | 13 | ±4 | 3.5 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 3 | 12 | 24 | 49 | 12 | ±3 | 3.6 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 1 | 13 | 19 | 52 | 14 | ±4 | 3.7 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 2 | 8 | 18 | 53 | 18 | ±2 | 3.8 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 3 | 10 | 19 | 49 | 19 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 4 | 11 | 21 | 46 | 17 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Clerical | 99 | ±1 | 5 | 11 | 21 | 45 | 18 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Other White Collar | 98 | ±1 | 4 | 15 | 21 | 46 | 14 | ±4 | 3.5 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 4 | 13 | 22 | 48 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 2 | 8 | 18 | 50 | 22 | ±4 | 3.8 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 2 | 8 | 19 | 52 | 19 | ±2 | 3.8 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 3 | 10 | 18 | 51 | 19 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 2 | 9 | 15 | 52 | 21 | ±3 | 3.8 | ±0.1 | <div></div> | |
| Wage Leader | 98 | ±2 | 3 | 15 | 23 | 46 | 12 | ±5 | 3.5 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 2 | 11 | 20 | 53 | 14 | ±4 | 3.7 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 3 | 11 | 21 | 48 | 17 | ±1 | 3.6 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 3 | 11 | 20 | 49 | 17 | ±1 | 3.7 | ±0.1 | <div></div> | |
| Other Than Full-Time | 100 | ±1 | 4 | 11 | 17 | 51 | 17 | ±6 | 3.7 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 3 | 11 | 20 | 49 | 17 | ±1 | 3.7 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 4 | 9 | 21 | 49 | 16 | ±3 | 3.6 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 3 | 11 | 20 | 49 | 17 | ±1 | 3.7 | ±0.1 | <div></div> | |
| Non-Permanent | 99 | ±1 | 4 | 10 | 19 | 45 | 22 | ±5 | 3.7 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 3 | 10 | 19 | 50 | 18 | ±1 | 3.7 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 4 | 11 | 22 | 48 | 15 | ±2 | 3.6 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

d. The quality of your coworkers

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 3 | 10 | 20 | 50 | 17 | ±1 | 3.7 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 4 | 12 | 22 | 46 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 5 | 13 | 22 | 44 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 4 | 12 | 22 | 47 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 3 | 10 | 20 | 49 | 17 | ±1 | 3.7 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 3 | 11 | 20 | 48 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 5 | 12 | 21 | 44 | 19 | ±3 | 3.6 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 3 | 13 | 20 | 48 | 16 | ±3 | 3.6 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 3 | 12 | 20 | 49 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 3 | 10 | 20 | 49 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 3 | 10 | 20 | 50 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 3 | 11 | 20 | 49 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| Other Plan | 100 | ±1 | 5 | 11 | 20 | 45 | 18 | ±6 | 3.6 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 3 | 11 | 21 | 49 | 17 | ±1 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 3 | 10 | 20 | 50 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 3 | 11 | 20 | 49 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 3 | 10 | 21 | 46 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 4 | 12 | 19 | 48 | 16 | ±3 | 3.6 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 4 | 11 | 21 | 49 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 3 | 11 | 20 | 50 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 3 | 9 | 18 | 50 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 3 | 11 | 21 | 47 | 19 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 4 | 11 | 21 | 49 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 3 | 11 | 21 | 49 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 3 | 10 | 19 | 50 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 2 | 9 | 18 | 50 | 21 | ±3 | 3.8 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 3 | 10 | 20 | 50 | 17 | ±1 | 3.7 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 4 | 11 | 20 | 48 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 3 | 11 | 20 | 49 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 4 | 10 | 22 | 49 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 4 | 9 | 21 | 51 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 5 | 11 | 19 | 48 | 17 | ±3 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 2 | 10 | 24 | 50 | 14 | ±3 | 3.6 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 4 | 11 | 20 | 49 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 4 | 12 | 21 | 48 | 16 | ±1 | 3.6 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 3 | 9 | 20 | 50 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 2 | 9 | 17 | 52 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

e. The quality of your supervisor

1. Very dissatisfied

2. Dissatisfied

3. Neither satisfied nor dissatisfied

4. Satisfied

5. Very satisfied

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 8 | 12 | 17 | 39 | 24 | ±1 | 3.6 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 8 | 12 | 16 | 39 | 25 | ±2 | 3.6 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 7 | 12 | 18 | 40 | 23 | ±2 | 3.6 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 7 | 11 | 17 | 40 | 26 | ±2 | 3.7 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 9 | 12 | 18 | 39 | 23 | ±2 | 3.5 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 7 | 11 | 17 | 39 | 26 | ±1 | 3.6 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 10 | 13 | 15 | 37 | 24 | ±5 | 3.5 | ±0.2 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 9 | 12 | 16 | 36 | 27 | ±2 | 3.6 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 7 | 12 | 17 | 40 | 24 | ±2 | 3.6 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 6 | 10 | 15 | 42 | 27 | ±2 | 3.8 | ±0.1 | <div></div> |
| SES | 98 | ±4 | 3 | 4 | 8 | 30 | 56 | ±8 | 4.3 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 10 | 13 | 18 | 39 | 19 | ±2 | 3.4 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 14 | 12 | 17 | 36 | 20 | ±6 | 3.4 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 13 | 13 | 18 | 36 | 20 | ±3 | 3.4 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 10 | 15 | 19 | 40 | 16 | ±3 | 3.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 7 | 12 | 19 | 42 | 21 | ±4 | 3.6 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 6 | 11 | 18 | 42 | 24 | ±2 | 3.7 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 7 | 11 | 16 | 40 | 26 | ±2 | 3.7 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 8 | 12 | 17 | 37 | 25 | ±2 | 3.6 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 8 | 11 | 16 | 36 | 29 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 11 | 17 | 17 | 35 | 20 | ±4 | 3.4 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 10 | 13 | 18 | 39 | 19 | ±2 | 3.4 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 6 | 10 | 19 | 41 | 25 | ±3 | 3.7 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 5 | 10 | 18 | 42 | 25 | ±2 | 3.7 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 7 | 10 | 15 | 42 | 25 | ±2 | 3.7 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 5 | 8 | 15 | 41 | 30 | ±3 | 3.8 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 7 | 14 | 21 | 40 | 19 | ±5 | 3.5 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 7 | 10 | 18 | 42 | 22 | ±4 | 3.6 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 8 | 12 | 17 | 39 | 24 | ±1 | 3.6 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 8 | 12 | 17 | 39 | 24 | ±1 | 3.6 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 8 | 11 | 17 | 41 | 22 | ±7 | 3.6 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 8 | 12 | 17 | 40 | 24 | ±1 | 3.6 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 9 | 12 | 19 | 37 | 24 | ±3 | 3.5 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 8 | 12 | 17 | 39 | 24 | ±1 | 3.6 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 7 | 9 | 16 | 39 | 29 | ±5 | 3.7 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 7 | 11 | 16 | 40 | 26 | ±1 | 3.7 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 9 | 13 | 18 | 38 | 22 | ±1 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

e. The quality of your supervisor

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 7 | 11 | 17 | 40 | 24 | ±1 | 3.6 | ±0.1 | |
| Disability | 99 | ±1 | 11 | 13 | 16 | 36 | 24 | ±2 | 3.5 | ±0.1 | |
| Targeted Disability | 99 | ±1 | 12 | 13 | 16 | 35 | 24 | ±3 | 3.5 | ±0.1 | |
| Other Disability | 99 | ±1 | 11 | 13 | 16 | 37 | 24 | ±2 | 3.5 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 7 | 11 | 17 | 40 | 25 | ±1 | 3.6 | ±0.1 | |
| Veteran | 99 | ±1 | 9 | 12 | 17 | 38 | 24 | ±1 | 3.6 | ±0.1 | |
| 10 Point 30% | 99 | ±1 | 10 | 12 | 16 | 35 | 26 | ±3 | 3.5 | ±0.1 | |
| 10 Point Non-30% | 99 | ±1 | 10 | 11 | 13 | 40 | 25 | ±3 | 3.6 | ±0.1 | |
| 5 Point | 99 | ±1 | 9 | 12 | 18 | 39 | 22 | ±2 | 3.5 | ±0.1 | |
| No Preference | 100 | ±1 | 6 | 11 | 17 | 38 | 27 | ±3 | 3.7 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 8 | 12 | 17 | 40 | 23 | ±2 | 3.6 | ±0.1 | |
| FERS | 99 | ±1 | 8 | 12 | 17 | 39 | 25 | ±1 | 3.6 | ±0.1 | |
| Other Plan | 99 | ±1 | 9 | 11 | 18 | 38 | 24 | ±6 | 3.6 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 7 | 11 | 17 | 40 | 25 | ±1 | 3.6 | ±0.1 | |
| Optional Eligible | 99 | ±1 | 8 | 12 | 17 | 39 | 24 | ±2 | 3.6 | ±0.1 | |
| Discontinued Service | 100 | ±1 | 9 | 12 | 17 | 40 | 22 | ±2 | 3.5 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 6 | 10 | 17 | 39 | 28 | ±2 | 3.7 | ±0.1 | |
| 5 to 10 Years | 100 | ±1 | 7 | 13 | 15 | 40 | 24 | ±3 | 3.6 | ±0.1 | |
| 11 to 20 Years | 99 | ±1 | 8 | 12 | 17 | 39 | 23 | ±2 | 3.6 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 8 | 12 | 17 | 39 | 23 | ±2 | 3.6 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 9 | 12 | 16 | 40 | 23 | ±2 | 3.6 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 6 | 11 | 17 | 40 | 25 | ±3 | 3.7 | ±0.1 | |
| 31 to 40 Years Old | 100 | ±1 | 8 | 10 | 16 | 40 | 25 | ±2 | 3.6 | ±0.1 | |
| 41 to 50 Years Old | 100 | ±1 | 7 | 12 | 17 | 40 | 24 | ±2 | 3.6 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 9 | 12 | 17 | 38 | 24 | ±2 | 3.6 | ±0.1 | |
| More Than 60 Years Old | 99 | ±1 | 7 | 12 | 15 | 38 | 27 | ±3 | 3.7 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 8 | 11 | 17 | 40 | 23 | ±1 | 3.6 | ±0.1 | |
| Female | 99 | ±1 | 8 | 12 | 16 | 38 | 25 | ±2 | 3.6 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 7 | 12 | 17 | 39 | 25 | ±1 | 3.6 | ±0.1 | |
| Total Minority | 99 | ±1 | 9 | 12 | 18 | 39 | 21 | ±2 | 3.5 | ±0.1 | |
| Non-Hispanic Black | 99 | ±1 | 9 | 11 | 18 | 39 | 22 | ±2 | 3.5 | ±0.1 | |
| Hispanic | 99 | ±1 | 10 | 14 | 16 | 38 | 22 | ±3 | 3.5 | ±0.1 | |
| Non-Hispanic API | 99 | ±1 | 7 | 10 | 21 | 43 | 20 | ±3 | 3.6 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 8 | 11 | 16 | 40 | 24 | ±2 | 3.6 | ±0.1 | |
| Some College | 99 | ±1 | 8 | 12 | 17 | 38 | 24 | ±1 | 3.6 | ±0.1 | |
| 4-Year Degree | 100 | ±1 | 7 | 11 | 17 | 41 | 24 | ±2 | 3.6 | ±0.1 | |
| Graduate/Professional Degree | 100 | ±1 | 7 | 10 | 16 | 40 | 26 | ±2 | 3.7 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

31. Overall, how satisfied are you with working for your organization?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 3 | 10 | 15 | 48 | 23 | ±1 | 3.8 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 4 | 10 | 15 | 48 | 24 | ±2 | 3.8 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 3 | 11 | 16 | 49 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 3 | 9 | 15 | 49 | 24 | ±2 | 3.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 4 | 12 | 14 | 48 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 3 | 10 | 15 | 49 | 23 | ±1 | 3.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±0 | 3 | 11 | 17 | 48 | 20 | ±5 | 3.7 | ±0.1 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 4 | 11 | 16 | 46 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 3 | 11 | 15 | 49 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 2 | 10 | 12 | 50 | 25 | ±2 | 3.9 | ±0.1 | <div></div> |
| SES | 100 | ±0 | 1 | 6 | 4 | 34 | 55 | ±8 | 4.4 | ±0.2 | <div></div> |
| Blue Collar Total | 100 | ±1 | 4 | 11 | 16 | 47 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| WG 1 to 5 | 100 | ±0 | 6 | 9 | 18 | 47 | 20 | ±6 | 3.7 | ±0.2 | <div></div> |
| WG 6 to 9 | 100 | ±0 | 5 | 10 | 14 | 48 | 23 | ±4 | 3.8 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 4 | 12 | 18 | 46 | 21 | ±3 | 3.7 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 2 | 10 | 14 | 50 | 23 | ±4 | 3.8 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 3 | 10 | 15 | 51 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 3 | 11 | 13 | 48 | 25 | ±2 | 3.8 | ±0.1 | <div></div> |
| Technical | 100 | ±1 | 4 | 10 | 16 | 47 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| Clerical | 100 | ±1 | 3 | 11 | 17 | 46 | 23 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±0 | 4 | 12 | 15 | 47 | 21 | ±4 | 3.7 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 4 | 11 | 16 | 48 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 3 | 12 | 14 | 49 | 23 | ±4 | 3.8 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 2 | 9 | 15 | 54 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 3 | 9 | 12 | 49 | 27 | ±2 | 3.9 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 2 | 8 | 10 | 49 | 31 | ±3 | 4.0 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 3 | 11 | 18 | 49 | 19 | ±5 | 3.7 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 2 | 11 | 11 | 52 | 24 | ±4 | 3.8 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 4 | 11 | 16 | 48 | 22 | ±1 | 3.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 3 | 11 | 15 | 48 | 23 | ±1 | 3.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±0 | 4 | 7 | 19 | 50 | 20 | ±7 | 3.8 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 3 | 11 | 15 | 48 | 23 | ±1 | 3.8 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 3 | 10 | 15 | 48 | 24 | ±3 | 3.8 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 3 | 11 | 15 | 48 | 23 | ±1 | 3.8 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±0 | 3 | 7 | 13 | 51 | 26 | ±5 | 3.9 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 3 | 10 | 14 | 49 | 24 | ±1 | 3.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 4 | 11 | 16 | 48 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

31. Overall, how satisfied are you with working for your organization?

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 3 | 10 | 15 | 49 | 23 | ±1 | 3.8 | ±0.1 | |
| Disability | 100 | ±1 | 5 | 13 | 16 | 43 | 23 | ±2 | 3.7 | ±0.1 | |
| Targeted Disability | 100 | ±1 | 6 | 13 | 16 | 42 | 23 | ±3 | 3.6 | ±0.1 | |
| Other Disability | 100 | ±1 | 4 | 13 | 17 | 44 | 23 | ±2 | 3.7 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 3 | 10 | 15 | 50 | 22 | ±1 | 3.8 | ±0.1 | |
| Veteran | 100 | ±1 | 3 | 11 | 15 | 47 | 24 | ±1 | 3.8 | ±0.1 | |
| 10 Point 30% | 100 | ±1 | 4 | 12 | 12 | 42 | 28 | ±3 | 3.8 | ±0.1 | |
| 10 Point Non-30% | 100 | ±0 | 4 | 10 | 14 | 46 | 26 | ±3 | 3.8 | ±0.1 | |
| 5 Point | 100 | ±1 | 3 | 11 | 16 | 47 | 22 | ±2 | 3.7 | ±0.1 | |
| No Preference | 100 | ±0 | 2 | 10 | 13 | 50 | 26 | ±3 | 3.9 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 4 | 12 | 15 | 47 | 23 | ±2 | 3.7 | ±0.1 | |
| FERS | 100 | ±1 | 3 | 10 | 15 | 49 | 23 | ±1 | 3.8 | ±0.1 | |
| Other Plan | 100 | ±0 | 3 | 9 | 18 | 49 | 21 | ±6 | 3.8 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 3 | 10 | 15 | 49 | 23 | ±1 | 3.8 | ±0.1 | |
| Optional Eligible | 100 | ±1 | 3 | 10 | 15 | 48 | 24 | ±2 | 3.8 | ±0.1 | |
| Discontinued Service | 100 | ±1 | 4 | 12 | 16 | 47 | 21 | ±2 | 3.7 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 2 | 8 | 15 | 51 | 25 | ±2 | 3.9 | ±0.1 | |
| 5 to 10 Years | 100 | ±1 | 3 | 9 | 15 | 49 | 24 | ±3 | 3.8 | ±0.1 | |
| 11 to 20 Years | 100 | ±1 | 3 | 11 | 15 | 49 | 22 | ±2 | 3.7 | ±0.1 | |
| 21 to 30 Years | 100 | ±1 | 4 | 12 | 15 | 48 | 22 | ±2 | 3.7 | ±0.1 | |
| More Than 30 Years | 100 | ±1 | 4 | 11 | 15 | 46 | 25 | ±2 | 3.8 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 100 | ±1 | 2 | 9 | 17 | 52 | 20 | ±3 | 3.8 | ±0.1 | |
| 31 to 40 Years Old | 100 | ±1 | 3 | 9 | 14 | 52 | 21 | ±2 | 3.8 | ±0.1 | |
| 41 to 50 Years Old | 100 | ±1 | 3 | 11 | 15 | 49 | 22 | ±2 | 3.8 | ±0.1 | |
| 51 to 60 Years Old | 100 | ±1 | 4 | 11 | 15 | 46 | 24 | ±2 | 3.8 | ±0.1 | |
| More Than 60 Years Old | 100 | ±1 | 3 | 9 | 13 | 46 | 29 | ±3 | 3.9 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 3 | 10 | 15 | 49 | 23 | ±1 | 3.8 | ±0.1 | |
| Female | 100 | ±1 | 4 | 11 | 15 | 48 | 23 | ±2 | 3.8 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 3 | 11 | 14 | 49 | 23 | ±1 | 3.8 | ±0.1 | |
| Total Minority | 100 | ±1 | 4 | 10 | 16 | 47 | 23 | ±2 | 3.8 | ±0.1 | |
| Non-Hispanic Black | 100 | ±1 | 4 | 10 | 16 | 46 | 24 | ±2 | 3.8 | ±0.1 | |
| Hispanic | 100 | ±1 | 4 | 10 | 14 | 46 | 25 | ±3 | 3.8 | ±0.1 | |
| Non-Hispanic API | 100 | ±1 | 2 | 7 | 18 | 54 | 18 | ±3 | 3.8 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 3 | 10 | 13 | 50 | 25 | ±2 | 3.8 | ±0.1 | |
| Some College | 100 | ±1 | 4 | 10 | 16 | 47 | 23 | ±1 | 3.8 | ±0.1 | |
| 4-Year Degree | 100 | ±1 | 3 | 11 | 15 | 51 | 20 | ±2 | 3.7 | ±0.1 | |
| Graduate/Professional Degree | 100 | ±1 | 3 | 10 | 14 | 49 | 24 | ±2 | 3.8 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

32. Suppose that you have to decide whether to continue to work for your organization. If you had to make this decision, how likely is it that you would choose to stay?

1. Very unlikely
4. Likely

2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| Percent Responding | | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|-----|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 4 | 12 | 13 | 37 | 34 | ±1 | 3.8 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 5 | 12 | 13 | 36 | 35 | ±2 | 3.8 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 4 | 11 | 13 | 38 | 34 | ±2 | 3.9 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 5 | 12 | 14 | 37 | 33 | ±2 | 3.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 5 | 12 | 13 | 36 | 35 | ±2 | 3.8 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 4 | 12 | 14 | 37 | 33 | ±1 | 3.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 5 | 12 | 17 | 33 | 32 | ±5 | 3.8 | ±0.1 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 5 | 12 | 13 | 36 | 33 | ±2 | 3.8 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 4 | 13 | 13 | 37 | 33 | ±2 | 3.8 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 4 | 12 | 13 | 38 | 33 | ±2 | 3.8 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 4 | 7 | 7 | 33 | 48 | ±8 | 4.1 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 4 | 10 | 12 | 36 | 38 | ±2 | 3.9 | ±0.1 | <div></div> |
| WG 1 to 5 | 100 | ±1 | 4 | 8 | 11 | 42 | 34 | ±6 | 3.9 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 5 | 10 | 11 | 35 | 39 | ±4 | 3.9 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 4 | 11 | 14 | 34 | 36 | ±3 | 3.9 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 3 | 11 | 11 | 34 | 41 | ±4 | 4.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 4 | 11 | 14 | 39 | 32 | ±2 | 3.8 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 4 | 12 | 13 | 36 | 34 | ±2 | 3.8 | ±0.1 | <div></div> |
| Technical | 100 | ±1 | 5 | 12 | 14 | 36 | 34 | ±2 | 3.8 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 5 | 12 | 15 | 34 | 34 | ±3 | 3.8 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±0 | 5 | 13 | 11 | 36 | 35 | ±4 | 3.8 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 4 | 10 | 12 | 36 | 38 | ±2 | 3.9 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 5 | 13 | 15 | 36 | 31 | ±3 | 3.8 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 3 | 11 | 15 | 42 | 30 | ±2 | 3.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 4 | 11 | 12 | 37 | 35 | ±2 | 3.9 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 4 | 11 | 12 | 34 | 40 | ±3 | 4.0 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 3 | 10 | 12 | 39 | 36 | ±5 | 3.9 | ±0.2 | <div></div> |
| Wage Supervisor | 100 | ±1 | 3 | 11 | 9 | 37 | 40 | ±4 | 4.0 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 4 | 12 | 14 | 37 | 34 | ±1 | 3.8 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 4 | 12 | 13 | 36 | 34 | ±1 | 3.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 4 | 7 | 17 | 40 | 31 | ±6 | 3.9 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 4 | 12 | 13 | 37 | 34 | ±1 | 3.8 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 5 | 11 | 12 | 34 | 37 | ±3 | 3.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 4 | 12 | 13 | 37 | 34 | ±1 | 3.8 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 4 | 8 | 13 | 36 | 38 | ±5 | 4.0 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 4 | 12 | 13 | 37 | 34 | ±1 | 3.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 4 | 11 | 14 | 36 | 34 | ±1 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

32. Suppose that you have to decide whether to continue to work for your organization. If you had to make this decision, how likely is it that you would choose to stay?

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 4 | 11 | 13 | 37 | 34 | ±1 | 3.9 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 5 | 13 | 14 | 34 | 34 | ±2 | 3.8 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 6 | 12 | 13 | 33 | 35 | ±3 | 3.8 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 5 | 14 | 14 | 34 | 33 | ±2 | 3.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 4 | 11 | 13 | 37 | 34 | ±1 | 3.9 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 5 | 12 | 13 | 36 | 34 | ±1 | 3.8 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 6 | 13 | 11 | 35 | 35 | ±3 | 3.8 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 5 | 12 | 12 | 36 | 35 | ±3 | 3.8 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 5 | 13 | 14 | 36 | 33 | ±2 | 3.8 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 4 | 10 | 12 | 36 | 39 | ±3 | 4.0 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 5 | 12 | 13 | 36 | 34 | ±2 | 3.8 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 4 | 11 | 14 | 37 | 35 | ±1 | 3.9 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 5 | 12 | 14 | 38 | 31 | ±6 | 3.8 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 4 | 11 | 14 | 37 | 34 | ±1 | 3.8 | ±0.1 | <div></div> |
| Optional Eligible | 100 | ±1 | 4 | 12 | 12 | 36 | 36 | ±2 | 3.9 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 5 | 12 | 14 | 36 | 33 | ±2 | 3.8 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 4 | 10 | 15 | 35 | 35 | ±2 | 3.9 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 4 | 11 | 13 | 36 | 35 | ±3 | 3.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 4 | 11 | 13 | 38 | 33 | ±2 | 3.8 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 5 | 12 | 13 | 37 | 34 | ±2 | 3.8 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 4 | 12 | 12 | 35 | 36 | ±2 | 3.9 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 100 | ±1 | 4 | 13 | 18 | 37 | 28 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 5 | 11 | 14 | 38 | 32 | ±2 | 3.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 4 | 11 | 13 | 37 | 34 | ±2 | 3.9 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 5 | 12 | 12 | 35 | 36 | ±2 | 3.9 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 4 | 10 | 10 | 34 | 42 | ±3 | 4.0 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 4 | 11 | 13 | 37 | 34 | ±1 | 3.9 | ±0.1 | <div></div> |
| Female | 100 | ±1 | 5 | 12 | 13 | 36 | 35 | ±2 | 3.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 4 | 11 | 13 | 36 | 35 | ±1 | 3.9 | ±0.1 | <div></div> |
| Total Minority | 100 | ±1 | 5 | 12 | 13 | 38 | 32 | ±2 | 3.8 | ±0.1 | <div></div> |
| Non-Hispanic Black | 100 | ±1 | 5 | 14 | 13 | 37 | 31 | ±2 | 3.7 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 5 | 10 | 13 | 36 | 35 | ±3 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 3 | 8 | 13 | 43 | 33 | ±3 | 4.0 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 3 | 9 | 12 | 35 | 41 | ±2 | 4.0 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 4 | 12 | 13 | 36 | 36 | ±1 | 3.9 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 4 | 13 | 14 | 38 | 30 | ±2 | 3.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 5 | 12 | 14 | 37 | 32 | ±2 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

33. Have you ever relocated (i.e., changed geographic locations) as a result of your working for the Federal Government?

| | Percent Responding | | Percentages | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|--------|--------------------------|
| | | | Yes | | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 100 | ±1 | 37 | ±1 | |
| Army | 100 | ±1 | 39 | ±2 | |
| Navy | 100 | ±1 | 35 | ±2 | |
| Air Force | 100 | ±1 | 37 | ±2 | |
| DoD Agencies and Activities | 100 | ±1 | 37 | ±2 | |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 100 | ±1 | 39 | ±1 | |
| GS 1 to 4 | 100 | ±0 | 20 | ±4 | |
| GS 5 to 8 | 100 | ±1 | 29 | ±2 | |
| GS 9 to 12 | 100 | ±1 | 40 | ±2 | |
| GS/GM 13 to 15 | 100 | ±1 | 53 | ±2 | |
| SES | 100 | ±1 | 62 | ±9 | |
| Blue Collar Total | 100 | ±1 | 30 | ±2 | |
| WG 1 to 5 | 100 | ±1 | 26 | ±5 | |
| WG 6 to 9 | 100 | ±1 | 30 | ±3 | |
| WG 10 to 15 | 100 | ±1 | 32 | ±3 | |
| WS/WL 1 to 19 | 100 | ±1 | 30 | ±3 | |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 100 | ±1 | 43 | ±2 | |
| Administrative | 100 | ±1 | 45 | ±2 | |
| Technical | 100 | ±1 | 30 | ±2 | |
| Clerical | 100 | ±1 | 24 | ±3 | |
| Other White Collar | 100 | ±1 | 33 | ±4 | |
| Blue Collar | 100 | ±1 | 30 | ±2 | |
| Scientists | 100 | ±1 | 39 | ±3 | |
| Engineers | 100 | ±1 | 39 | ±2 | |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 100 | ±1 | 45 | ±2 | |
| Manager | 100 | ±1 | 53 | ±3 | |
| Wage Leader | 100 | ±1 | 30 | ±5 | |
| Wage Supervisor | 100 | ±0 | 32 | ±4 | |
| All Others | 100 | ±1 | 35 | ±1 | |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 100 | ±1 | 38 | ±1 | |
| Other Than Full-Time | 100 | ±0 | 19 | ±5 | |
| CONUS | 100 | ±1 | 36 | ±1 | |
| OCONUS | 100 | ±1 | 47 | ±3 | |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 100 | ±1 | 38 | ±1 | |
| Non-Permanent | 100 | ±0 | 26 | ±4 | |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 40 | ±1 | |
| In Bargaining Unit | 100 | ±1 | 33 | ±1 | |

Note. Percent responding are Civilian employees who answered the question.

33. Have you ever relocated (i.e., changed geographic locations) as a result of your working for the Federal Government?

| | Percent Responding | | Percentages Yes | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|--------------------|--------|--------------------------|
| DISABILITY | | | | | |
| No Disability | 100 | ±1 | 36 | ±1 | <div></div> |
| Disability | 100 | ±1 | 44 | ±2 | <div></div> |
| Targeted Disability | 100 | ±1 | 45 | ±3 | <div></div> |
| Other Disability | 100 | ±1 | 44 | ±2 | <div></div> |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 100 | ±1 | 30 | ±1 | <div></div> |
| Veteran | 100 | ±1 | 46 | ±1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 51 | ±3 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 53 | ±3 | <div></div> |
| 5 Point | 100 | ±1 | 45 | ±2 | <div></div> |
| No Preference | 100 | ±1 | 41 | ±3 | <div></div> |
| RETIREMENT PLAN | | | | | |
| CSRS | 100 | ±1 | 37 | ±2 | <div></div> |
| FERS | 100 | ±1 | 37 | ±1 | <div></div> |
| Other Plan | 100 | ±1 | 27 | ±5 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 100 | ±1 | 36 | ±1 | <div></div> |
| Optional Eligible | 100 | ±1 | 39 | ±2 | <div></div> |
| Discontinued Service | 100 | ±1 | 38 | ±2 | <div></div> |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 21 | ±2 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 36 | ±3 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 36 | ±2 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 41 | ±2 | <div></div> |
| More Than 30 Years | 100 | ±1 | 48 | ±2 | <div></div> |
| AGE | | | | | |
| 30 Years Old or Less | 99 | ±1 | 23 | ±3 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 33 | ±2 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 38 | ±2 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 40 | ±2 | <div></div> |
| More Than 60 Years Old | 100 | ±1 | 42 | ±3 | <div></div> |
| GENDER | | | | | |
| Male | 100 | ±1 | 41 | ±1 | <div></div> |
| Female | 100 | ±1 | 30 | ±2 | <div></div> |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 100 | ±1 | 38 | ±1 | <div></div> |
| Total Minority | 100 | ±1 | 35 | ±2 | <div></div> |
| Non-Hispanic Black | 100 | ±1 | 35 | ±2 | <div></div> |
| Hispanic | 100 | ±1 | 37 | ±3 | <div></div> |
| Non-Hispanic API | 100 | ±0 | 32 | ±3 | <div></div> |
| EDUCATION | | | | | |
| No College | 100 | ±1 | 24 | ±2 | <div></div> |
| Some College | 100 | ±1 | 34 | ±1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 41 | ±2 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 52 | ±2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

34. How many years has it been since you last relocated for work-related reasons?1. 5 years or less
4. 20 years or more

2. 6-9 years

3. 10-19 years

| | Percent Responding | | Percentages | | | | Max ME | Average Years | | |
|-----------------------------|--------------------|----|-------------|----|----|----|--------|---------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | |
| Total DoD | 100 | ±0 | 78 | 7 | 10 | 4 | ±1 | 9.2 | ±0.2 | <div></div> |
| Army | 100 | ±0 | 78 | 6 | 11 | 5 | ±1 | 8.9 | ±0.3 | <div></div> |
| Navy | 100 | ±0 | 77 | 9 | 9 | 5 | ±1 | 10.0 | ±0.4 | <div></div> |
| Air Force | 100 | ±0 | 78 | 7 | 11 | 4 | ±2 | 8.9 | ±0.4 | <div></div> |
| DoD Agencies and Activities | 100 | ±0 | 78 | 8 | 11 | 4 | ±2 | 9.1 | ±0.5 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | |
| White Collar Total | 100 | ±0 | 77 | 7 | 11 | 5 | ±1 | 9.1 | ±0.2 | <div></div> |
| GS 1 to 4 | 100 | ±0 | 90 | 4 | 5 | 1 | ±3 | 7.0 | ±1.2 | <div></div> |
| GS 5 to 8 | 100 | ±0 | 84 | 5 | 8 | 3 | ±2 | 8.2 | ±0.5 | <div></div> |
| GS 9 to 12 | 100 | ±0 | 77 | 7 | 11 | 5 | ±1 | 8.9 | ±0.3 | <div></div> |
| GS/GM 13 to 15 | 100 | ±0 | 65 | 11 | 16 | 8 | ±2 | 10.2 | ±0.4 | <div></div> |
| SES | 100 | ±0 | 62 | 12 | 16 | 10 | ±7 | 10.2 | ±0.9 | <div></div> |
| Blue Collar Total | 100 | ±0 | 81 | 7 | 8 | 4 | ±2 | 9.6 | ±0.4 | <div></div> |
| WG 1 to 5 | 100 | ±0 | 86 | 4 | 9 | 1 | ±4 | 7.6 | ±1.2 | <div></div> |
| WG 6 to 9 | 100 | ±0 | 83 | 7 | 6 | 4 | ±3 | 8.9 | ±1.0 | <div></div> |
| WG 10 to 15 | 100 | ±0 | 79 | 8 | 9 | 4 | ±2 | 9.5 | ±0.6 | <div></div> |
| WS/WL 1 to 19 | 100 | ±0 | 79 | 6 | 9 | 6 | ±3 | 11.4 | ±1.0 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | |
| Professional | 100 | ±0 | 75 | 8 | 12 | 5 | ±2 | 9.3 | ±0.4 | <div></div> |
| Administrative | 100 | ±0 | 73 | 8 | 13 | 5 | ±2 | 9.3 | ±0.3 | <div></div> |
| Technical | 100 | ±0 | 81 | 7 | 9 | 3 | ±2 | 9.2 | ±0.5 | <div></div> |
| Clerical | 100 | ±0 | 87 | 4 | 7 | 2 | ±2 | 7.9 | ±0.7 | <div></div> |
| Other White Collar | 100 | ±0 | 81 | 7 | 9 | 4 | ±3 | 8.7 | ±0.9 | <div></div> |
| Blue Collar | 100 | ±0 | 81 | 7 | 8 | 4 | ±2 | 9.5 | ±0.4 | <div></div> |
| Scientists | 100 | ±0 | 74 | 7 | 12 | 6 | ±3 | 10.6 | ±0.8 | <div></div> |
| Engineers | 100 | ±0 | 75 | 8 | 11 | 6 | ±2 | 10.4 | ±0.5 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | |
| Supervisor | 100 | ±0 | 73 | 8 | 13 | 5 | ±2 | 9.3 | ±0.4 | <div></div> |
| Manager | 100 | ±0 | 68 | 9 | 15 | 7 | ±3 | 9.4 | ±0.5 | <div></div> |
| Wage Leader | 100 | ±0 | 82 | 8 | 7 | 4 | ±4 | 9.0 | ±1.3 | <div></div> |
| Wage Supervisor | 100 | ±0 | 77 | 8 | 10 | 5 | ±4 | 11.1 | ±1.1 | <div></div> |
| All Others | 100 | ±0 | 79 | 7 | 10 | 4 | ±1 | 9.1 | ±0.2 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | |
| Full-Time | 100 | ±0 | 78 | 7 | 11 | 5 | ±1 | 9.2 | ±0.2 | <div></div> |
| Other Than Full-Time | 100 | ±0 | 89 | 5 | 5 | 1 | ±4 | 7.5 | ±1.7 | <div></div> |
| CONUS | 100 | ±0 | 77 | 7 | 11 | 5 | ±1 | 9.7 | ±0.2 | <div></div> |
| OCONUS | 100 | ±0 | 85 | 6 | 8 | 2 | ±2 | 5.4 | ±0.4 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | |
| Permanent | 100 | ±0 | 77 | 7 | 11 | 5 | ±1 | 9.3 | ±0.2 | <div></div> |
| Non-Permanent | 100 | ±0 | 89 | 4 | 5 | 1 | ±3 | 6.3 | ±1.0 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±0 | 77 | 8 | 11 | 5 | ±1 | 9.1 | ±0.3 | <div></div> |
| In Bargaining Unit | 100 | ±0 | 79 | 7 | 10 | 4 | ±1 | 9.4 | ±0.3 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

34. How many years has it been since you last relocated for work-related reasons?

| | Percent Responding | | Percentages | | | | Max ME | Average Years | | |
|------------------------------|--------------------|----|-------------|----|----|----|--------|---------------|------|--|
| | | | 1 | 2 | 3 | 4 | | | | |
| DISABILITY | | | | | | | | | | |
| No Disability | 100 | ±0 | 79 | 7 | 10 | 4 | ±1 | 9.2 | ±0.2 | |
| Disability | 100 | ±0 | 74 | 9 | 12 | 5 | ±2 | 9.2 | ±0.4 | |
| Targeted Disability | 100 | ±0 | 73 | 10 | 13 | 5 | ±3 | 9.1 | ±0.7 | |
| Other Disability | 100 | ±0 | 74 | 9 | 12 | 5 | ±2 | 9.3 | ±0.5 | |
| VETERAN/PREFERENCE | | | | | | | | | | |
| Non-Veteran | 100 | ±0 | 83 | 6 | 8 | 3 | ±1 | 8.8 | ±0.3 | |
| Veteran | 100 | ±0 | 72 | 9 | 13 | 6 | ±1 | 9.6 | ±0.3 | |
| 10 Point 30% | 100 | ±0 | 72 | 10 | 14 | 5 | ±3 | 8.2 | ±0.5 | |
| 10 Point Non-30% | 100 | ±0 | 69 | 10 | 16 | 5 | ±3 | 8.8 | ±0.6 | |
| 5 Point | 100 | ±0 | 72 | 8 | 12 | 7 | ±2 | 10.2 | ±0.3 | |
| No Preference | 100 | ±0 | 75 | 8 | 14 | 4 | ±3 | 9.1 | ±0.7 | |
| RETIREMENT PLAN | | | | | | | | | | |
| CSRS | 100 | ±0 | 73 | 7 | 11 | 9 | ±1 | 12.4 | ±0.4 | |
| FERS | 100 | ±0 | 81 | 7 | 10 | 2 | ±1 | 7.4 | ±0.2 | |
| Other Plan | 100 | ±0 | 85 | 6 | 7 | 2 | ±4 | 8.8 | ±1.7 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | |
| Not Eligible | 100 | ±0 | 81 | 7 | 10 | 2 | ±1 | 7.9 | ±0.3 | |
| Optional Eligible | 100 | ±0 | 75 | 7 | 11 | 7 | ±1 | 10.6 | ±0.4 | |
| Discontinued Service | 100 | ±0 | 74 | 8 | 12 | 6 | ±2 | 10.6 | ±0.5 | |
| LENGTH OF SERVICE | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±0 | 95 | 3 | 2 | 0 | ±1 | 4.2 | ±0.5 | |
| 5 to 10 Years | 100 | ±0 | 88 | 7 | 4 | 1 | ±2 | 4.8 | ±0.4 | |
| 11 to 20 Years | 100 | ±0 | 80 | 8 | 11 | 1 | ±1 | 7.5 | ±0.3 | |
| 21 to 30 Years | 100 | ±0 | 71 | 9 | 13 | 7 | ±1 | 10.6 | ±0.3 | |
| More Than 30 Years | 100 | ±0 | 61 | 7 | 16 | 16 | ±2 | 14.7 | ±0.5 | |
| AGE | | | | | | | | | | |
| 30 Years Old or Less | 100 | ±0 | 94 | 3 | 2 | 1 | ±2 | 4.0 | ±0.5 | |
| 31 to 40 Years Old | 100 | ±0 | 86 | 7 | 7 | 0 | ±2 | 5.6 | ±0.4 | |
| 41 to 50 Years Old | 100 | ±0 | 78 | 8 | 11 | 3 | ±1 | 8.3 | ±0.3 | |
| 51 to 60 Years Old | 100 | ±0 | 71 | 7 | 13 | 8 | ±1 | 11.6 | ±0.3 | |
| More Than 60 Years Old | 100 | ±0 | 69 | 6 | 13 | 12 | ±3 | 13.7 | ±0.9 | |
| GENDER | | | | | | | | | | |
| Male | 100 | ±0 | 75 | 8 | 12 | 6 | ±1 | 9.7 | ±0.2 | |
| Female | 100 | ±0 | 83 | 6 | 8 | 2 | ±1 | 8.2 | ±0.4 | |
| RACE/ETHNICITY | | | | | | | | | | |
| Non-Hispanic White | 100 | ±0 | 77 | 7 | 11 | 5 | ±1 | 9.8 | ±0.2 | |
| Total Minority | 100 | ±0 | 81 | 8 | 9 | 2 | ±1 | 7.7 | ±0.3 | |
| Non-Hispanic Black | 100 | ±0 | 81 | 8 | 9 | 2 | ±2 | 7.6 | ±0.5 | |
| Hispanic | 100 | ±0 | 81 | 7 | 9 | 3 | ±2 | 7.7 | ±0.6 | |
| Non-Hispanic API | 100 | ±0 | 83 | 8 | 7 | 2 | ±3 | 7.1 | ±0.7 | |
| EDUCATION | | | | | | | | | | |
| No College | 100 | ±0 | 84 | 4 | 7 | 4 | ±2 | 10.4 | ±0.7 | |
| Some College | 100 | ±0 | 79 | 7 | 9 | 4 | ±1 | 9.2 | ±0.3 | |
| 4-Year Degree | 100 | ±0 | 76 | 7 | 12 | 5 | ±2 | 9.1 | ±0.4 | |
| Graduate/Professional Degree | 100 | ±0 | 70 | 10 | 14 | 6 | ±2 | 9.0 | ±0.4 | |

Note. Percent responding are Civilian employees who answered the question.

35. In the past 12 months, how many days have you had to work longer than your normal duty day (i.e., overtime)?

1. 0 work days

2. 1-10 work days

3. 11-20 work days

4. 21-60 work days

5. 61-120 work days

6. 121+ work days

| | Percent Responding | | Percentages | | | | | | Max ME | Average Work Days | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|----|--------|-------------------|-------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 27 | 25 | 13 | 20 | 8 | 8 | ±1 | 33.9 | ±0.8 | <div></div> |
| Army | 99 | ±1 | 26 | 25 | 13 | 20 | 8 | 7 | ±2 | 32.5 | ±1.2 | <div></div> |
| Navy | 99 | ±1 | 26 | 23 | 13 | 21 | 9 | 8 | ±2 | 35.9 | ±1.4 | <div></div> |
| Air Force | 99 | ±1 | 27 | 26 | 13 | 19 | 8 | 8 | ±2 | 33.4 | ±1.5 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 31 | 25 | 12 | 16 | 8 | 9 | ±2 | 34.2 | ±2.0 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 27 | 25 | 13 | 19 | 8 | 8 | ±1 | 34.5 | ±0.8 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 52 | 29 | 6 | 8 | 2 | 3 | ±5 | 13.3 | ±3.4 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 36 | 30 | 11 | 14 | 4 | 5 | ±2 | 22.1 | ±1.5 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 25 | 27 | 14 | 20 | 8 | 6 | ±1 | 30.4 | ±1.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 13 | 15 | 13 | 27 | 16 | 17 | ±2 | 61.9 | ±2.3 | <div></div> |
| SES | 99 | ±1 | 8 | NR | 1 | 9 | 17 | 59 | ±9 | 151.3 | ±20.4 | <div></div> |
| Blue Collar Total | 99 | ±1 | 28 | 26 | 13 | 20 | 7 | 7 | ±2 | 31.6 | ±1.7 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 38 | 29 | 11 | 14 | 6 | 2 | ±6 | 17.9 | ±3.7 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 32 | 26 | 12 | 17 | 7 | 5 | ±3 | 26.5 | ±3.0 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 28 | 26 | 13 | 20 | 6 | 6 | ±3 | 30.6 | ±2.6 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 16 | 22 | 12 | 28 | 10 | 11 | ±3 | 47.6 | ±4.3 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 21 | 22 | 14 | 22 | 11 | 10 | ±2 | 41.4 | ±1.6 | <div></div> |
| Administrative | 99 | ±1 | 22 | 24 | 13 | 22 | 9 | 9 | ±2 | 39.4 | ±1.4 | <div></div> |
| Technical | 99 | ±1 | 33 | 27 | 12 | 16 | 6 | 5 | ±2 | 26.2 | ±1.6 | <div></div> |
| Clerical | 99 | ±1 | 49 | 28 | 7 | 10 | 3 | 3 | ±3 | 15.3 | ±2.0 | <div></div> |
| Other White Collar | 100 | ±1 | 19 | 34 | 16 | 19 | 4 | 8 | ±4 | 32.9 | ±4.9 | <div></div> |
| Blue Collar | 99 | ±1 | 27 | 26 | 13 | 20 | 7 | 7 | ±2 | 32.4 | ±1.7 | <div></div> |
| Scientists | 99 | ±1 | 20 | 21 | 14 | 25 | 12 | 9 | ±3 | 42.5 | ±3.8 | <div></div> |
| Engineers | 99 | ±1 | 19 | 22 | 15 | 24 | 12 | 9 | ±2 | 40.7 | ±1.8 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 17 | 19 | 14 | 23 | 13 | 14 | ±2 | 53.2 | ±2.5 | <div></div> |
| Manager | 99 | ±1 | 11 | 15 | 11 | 25 | 15 | 24 | ±3 | 74.6 | ±3.8 | <div></div> |
| Wage Leader | 99 | ±2 | 19 | 25 | 13 | 24 | 10 | 9 | ±4 | 39.1 | ±5.4 | <div></div> |
| Wage Supervisor | 99 | ±1 | 16 | 21 | 12 | 28 | 11 | 12 | ±4 | 49.2 | ±5.3 | <div></div> |
| All Others | 99 | ±1 | 30 | 27 | 13 | 18 | 7 | 5 | ±1 | 27.0 | ±0.8 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 26 | 25 | 13 | 20 | 8 | 8 | ±1 | 34.8 | ±0.8 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 56 | 26 | 7 | 6 | 3 | 2 | ±6 | 10.8 | ±3.8 | <div></div> |
| CONUS | 99 | ±1 | 28 | 25 | 13 | 19 | 8 | 7 | ±1 | 32.6 | ±0.8 | <div></div> |
| OCONUS | 99 | ±1 | 22 | 20 | 13 | 22 | 11 | 12 | ±3 | 47.3 | ±3.4 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 26 | 25 | 13 | 20 | 8 | 8 | ±1 | 34.5 | ±0.8 | <div></div> |
| Non-Permanent | 99 | ±1 | 40 | 24 | 10 | 15 | 7 | 5 | ±5 | 23.9 | ±3.7 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 25 | 23 | 13 | 21 | 9 | 9 | ±1 | 38.3 | ±1.0 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 30 | 27 | 13 | 18 | 7 | 6 | ±1 | 28.3 | ±1.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

35. In the past 12 months, how many days have you had to work longer than your normal duty day (i.e., overtime)?

| Percent Responding | | | Percentages | | | | | | Max ME | Average Work Days | | |
|------------------------------|-----|----|-------------|----|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| DISABILITY | | | | | | | | | | | | |
| No Disability | 99 | ±1 | 26 | 25 | 13 | 20 | 8 | 8 | ±1 | 34.4 | ±0.8 | <div></div> |
| Disability | 99 | ±1 | 31 | 25 | 12 | 18 | 7 | 7 | ±2 | 31.2 | ±1.8 | <div></div> |
| Targeted Disability | 99 | ±1 | 33 | 24 | 12 | 18 | 7 | 7 | ±3 | 29.5 | ±2.8 | <div></div> |
| Other Disability | 99 | ±1 | 30 | 25 | 12 | 19 | 7 | 7 | ±2 | 31.9 | ±2.2 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 28 | 26 | 13 | 18 | 8 | 7 | ±1 | 32.3 | ±1.0 | <div></div> |
| Veteran | 99 | ±1 | 25 | 24 | 13 | 21 | 9 | 8 | ±1 | 36.1 | ±1.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 27 | 24 | 12 | 20 | 9 | 8 | ±3 | 36.8 | ±3.0 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 26 | 24 | 12 | 20 | 10 | 8 | ±3 | 36.1 | ±3.0 | <div></div> |
| 5 Point | 99 | ±1 | 25 | 24 | 13 | 21 | 8 | 8 | ±2 | 35.7 | ±1.4 | <div></div> |
| No Preference | 99 | ±1 | 25 | 24 | 14 | 21 | 9 | 8 | ±3 | 35.7 | ±3.0 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | | |
| CSRS | 99 | ±1 | 27 | 24 | 13 | 20 | 8 | 8 | ±1 | 35.1 | ±1.2 | <div></div> |
| FERS | 99 | ±1 | 26 | 26 | 13 | 20 | 8 | 7 | ±1 | 33.9 | ±1.0 | <div></div> |
| Other Plan | 99 | ±1 | 43 | 24 | 7 | 16 | 6 | 5 | ±6 | 23.1 | ±4.3 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 26 | 25 | 13 | 20 | 8 | 7 | ±1 | 34.0 | ±1.0 | <div></div> |
| Optional Eligible | 99 | ±1 | 30 | 25 | 12 | 19 | 7 | 8 | ±2 | 32.8 | ±1.3 | <div></div> |
| Discontinued Service | 99 | ±1 | 25 | 25 | 13 | 20 | 9 | 9 | ±2 | 36.1 | ±1.9 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 29 | 28 | 12 | 19 | 7 | 6 | ±2 | 28.9 | ±1.9 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 25 | 27 | 14 | 19 | 8 | 7 | ±3 | 32.4 | ±2.4 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 27 | 25 | 13 | 19 | 8 | 8 | ±2 | 33.7 | ±1.3 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 26 | 24 | 13 | 20 | 9 | 8 | ±1 | 35.9 | ±1.3 | <div></div> |
| More Than 30 Years | 99 | ±1 | 28 | 22 | 12 | 21 | 9 | 9 | ±2 | 36.9 | ±2.1 | <div></div> |
| AGE | | | | | | | | | | | | |
| 30 Years Old or Less | 97 | ±1 | 32 | 28 | 12 | 18 | 6 | 5 | ±3 | 25.1 | ±2.4 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 25 | 26 | 14 | 20 | 8 | 7 | ±2 | 33.6 | ±1.9 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 24 | 25 | 13 | 21 | 9 | 8 | ±1 | 36.4 | ±1.2 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 28 | 24 | 13 | 20 | 8 | 8 | ±1 | 34.8 | ±1.3 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 40 | 22 | 11 | 14 | 6 | 7 | ±3 | 27.3 | ±3.0 | <div></div> |
| GENDER | | | | | | | | | | | | |
| Male | 99 | ±1 | 24 | 23 | 14 | 21 | 9 | 9 | ±1 | 37.6 | ±0.9 | <div></div> |
| Female | 99 | ±1 | 32 | 27 | 11 | 16 | 7 | 6 | ±2 | 27.8 | ±1.3 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 25 | 24 | 13 | 21 | 9 | 8 | ±1 | 36.4 | ±0.9 | <div></div> |
| Total Minority | 99 | ±1 | 32 | 27 | 12 | 17 | 6 | 6 | ±2 | 27.9 | ±1.4 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 34 | 28 | 11 | 15 | 6 | 5 | ±2 | 25.1 | ±1.9 | <div></div> |
| Hispanic | 99 | ±1 | 31 | 25 | 11 | 20 | 5 | 7 | ±3 | 29.6 | ±2.9 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 32 | 27 | 12 | 17 | 6 | 6 | ±3 | 27.9 | ±3.0 | <div></div> |
| EDUCATION | | | | | | | | | | | | |
| No College | 99 | ±1 | 36 | 27 | 10 | 15 | 6 | 5 | ±2 | 25.5 | ±2.0 | <div></div> |
| Some College | 99 | ±1 | 29 | 27 | 13 | 19 | 6 | 6 | ±1 | 29.2 | ±1.0 | <div></div> |
| 4-Year Degree | 99 | ±1 | 23 | 25 | 13 | 21 | 10 | 8 | ±2 | 37.3 | ±1.5 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 19 | 18 | 14 | 23 | 12 | 14 | ±2 | 51.4 | ±2.2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

36. In the past 12 months, how many days have you been away from your permanent work location overnight because of your work related requirements?

1. 0 work days

2. 1-10 work days

3. 11-20 work days

4. 21-60 work days

5. 61-120 work days

6. 121+ work days

| Percent Responding | | | Percentages | | | | | | Max ME | Average Work Days | | |
|-----------------------------|-----|----|-------------|----|----|----|----|---|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 50 | 20 | 11 | 14 | 3 | 1 | ±1 | 13.4 | ±0.4 | |
| Army | 99 | ±1 | 46 | 22 | 12 | 14 | 3 | 1 | ±2 | 14.3 | ±0.7 | |
| Navy | 100 | ±1 | 50 | 18 | 11 | 15 | 4 | 2 | ±2 | 15.0 | ±0.8 | |
| Air Force | 99 | ±1 | 51 | 18 | 12 | 14 | 3 | 1 | ±2 | 12.4 | ±0.6 | |
| DoD Agencies and Activities | 99 | ±1 | 56 | 21 | 9 | 11 | 3 | 1 | ±2 | 10.6 | ±0.8 | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 46 | 22 | 13 | 15 | 4 | 1 | ±1 | 14.0 | ±0.4 | |
| GS 1 to 4 | 98 | ±2 | 93 | 6 | 1 | 1 | 0 | 0 | ±2 | 0.7 | ±0.3 | |
| GS 5 to 8 | 99 | ±1 | 73 | 17 | 5 | 4 | 1 | 0 | ±2 | 4.5 | ±0.6 | |
| GS 9 to 12 | 100 | ±1 | 41 | 26 | 14 | 14 | 3 | 1 | ±2 | 14.2 | ±0.6 | |
| GS/GM 13 to 15 | 100 | ±1 | 15 | 23 | 20 | 32 | 8 | 2 | ±2 | 27.4 | ±1.1 | |
| SES | 100 | ±1 | 14 | 10 | 16 | 43 | 16 | 2 | ±11 | 37.4 | ±5.3 | |
| Blue Collar Total | 99 | ±1 | 67 | 12 | 7 | 9 | 3 | 1 | ±2 | 10.9 | ±1.0 | |
| WG 1 to 5 | 99 | ±2 | 89 | 6 | 1 | 1 | 2 | 0 | ±4 | 3.3 | ±2.1 | |
| WG 6 to 9 | 99 | ±1 | 76 | 10 | 5 | 6 | 1 | 1 | ±3 | 6.7 | ±1.6 | |
| WG 10 to 15 | 99 | ±1 | 62 | 11 | 8 | 12 | 5 | 2 | ±3 | 14.3 | ±1.6 | |
| WS/WL 1 to 19 | 100 | ±1 | 54 | 19 | 9 | 14 | 3 | 2 | ±4 | 13.2 | ±2.0 | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 100 | ±1 | 28 | 26 | 17 | 23 | 5 | 1 | ±2 | 19.1 | ±0.7 | |
| Administrative | 100 | ±1 | 35 | 26 | 16 | 18 | 4 | 1 | ±2 | 17.1 | ±0.7 | |
| Technical | 99 | ±1 | 64 | 18 | 8 | 8 | 3 | 1 | ±2 | 9.3 | ±0.8 | |
| Clerical | 99 | ±1 | 86 | 10 | 2 | 1 | 0 | 0 | ±2 | 1.8 | ±0.6 | |
| Other White Collar | 100 | ±1 | 70 | 17 | 7 | 5 | 1 | 1 | ±4 | 4.9 | ±1.2 | |
| Blue Collar | 99 | ±1 | 67 | 12 | 7 | 9 | 3 | 2 | ±2 | 11.1 | ±1.0 | |
| Scientists | 99 | ±1 | 23 | 28 | 20 | 22 | 6 | 1 | ±3 | 19.9 | ±1.5 | |
| Engineers | 100 | ±1 | 26 | 22 | 17 | 27 | 6 | 2 | ±2 | 23.7 | ±1.1 | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 33 | 24 | 17 | 21 | 4 | 1 | ±2 | 17.7 | ±1.1 | |
| Manager | 100 | ±1 | 22 | 22 | 20 | 27 | 7 | 2 | ±3 | 24.7 | ±1.7 | |
| Wage Leader | 100 | ±1 | 61 | 16 | 6 | 12 | 4 | 1 | ±5 | 11.8 | ±2.7 | |
| Wage Supervisor | 100 | ±1 | 45 | 21 | 10 | 17 | 4 | 2 | ±4 | 16.5 | ±2.6 | |
| All Others | 99 | ±1 | 55 | 19 | 10 | 12 | 3 | 1 | ±1 | 11.7 | ±0.4 | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 49 | 20 | 12 | 14 | 4 | 1 | ±1 | 13.8 | ±0.4 | |
| Other Than Full-Time | 99 | ±2 | 89 | 7 | 3 | 1 | 0 | 0 | ±4 | 1.3 | ±0.5 | |
| CONUS | 99 | ±1 | 50 | 20 | 11 | 14 | 3 | 1 | ±1 | 13.5 | ±0.4 | |
| OCONUS | 99 | ±1 | 54 | 20 | 11 | 11 | 3 | 1 | ±3 | 11.7 | ±1.2 | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 49 | 20 | 12 | 14 | 4 | 1 | ±1 | 13.8 | ±0.4 | |
| Non-Permanent | 99 | ±1 | 78 | 9 | 6 | 5 | 2 | 0 | ±3 | 5.1 | ±1.1 | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 43 | 22 | 13 | 17 | 4 | 1 | ±1 | 15.3 | ±0.5 | |
| In Bargaining Unit | 99 | ±1 | 59 | 18 | 9 | 10 | 3 | 1 | ±1 | 10.8 | ±0.6 | |

Note. Percent responding are Civilian employees who answered the question.

36. In the past 12 months, how many days have you been away from your permanent work location overnight because of your work related requirements?

| | Percent Responding | | Percentages | | | | | | Max ME | Average Work Days | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|---|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| DISABILITY | | | | | | | | | | | | |
| No Disability | 99 | ±1 | 49 | 20 | 12 | 15 | 3 | 1 | ±1 | 13.8 | ±0.4 | |
| Disability | 99 | ±1 | 59 | 18 | 9 | 10 | 3 | 1 | ±2 | 10.9 | ±0.9 | |
| Targeted Disability | 99 | ±1 | 61 | 15 | 8 | 11 | 3 | 1 | ±3 | 11.3 | ±1.5 | |
| Other Disability | 99 | ±1 | 58 | 20 | 9 | 10 | 3 | 1 | ±2 | 10.7 | ±1.0 | |
| VETERAN/PREFERENCE | | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 51 | 21 | 11 | 12 | 3 | 1 | ±1 | 11.9 | ±0.5 | |
| Veteran | 99 | ±1 | 49 | 18 | 11 | 16 | 4 | 2 | ±1 | 15.3 | ±0.6 | |
| 10 Point 30% | 99 | ±1 | 53 | 17 | 10 | 14 | 4 | 2 | ±3 | 14.8 | ±1.6 | |
| 10 Point Non-30% | 99 | ±1 | 51 | 17 | 11 | 15 | 5 | 2 | ±3 | 15.5 | ±1.7 | |
| 5 Point | 99 | ±1 | 50 | 18 | 11 | 15 | 4 | 1 | ±2 | 14.6 | ±0.7 | |
| No Preference | 100 | ±1 | 40 | 19 | 14 | 21 | 5 | 1 | ±3 | 18.0 | ±1.7 | |
| RETIREMENT PLAN | | | | | | | | | | | | |
| CSRS | 99 | ±1 | 50 | 21 | 12 | 13 | 3 | 1 | ±2 | 12.7 | ±0.6 | |
| FERS | 99 | ±1 | 49 | 20 | 12 | 15 | 4 | 1 | ±1 | 14.3 | ±0.5 | |
| Other Plan | 99 | ±1 | 78 | 11 | 5 | 4 | 1 | 1 | ±4 | 4.7 | ±1.4 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 49 | 20 | 12 | 15 | 4 | 1 | ±1 | 13.9 | ±0.5 | |
| Optional Eligible | 99 | ±1 | 54 | 20 | 10 | 13 | 3 | 1 | ±2 | 12.5 | ±0.7 | |
| Discontinued Service | 100 | ±1 | 49 | 21 | 12 | 13 | 4 | 1 | ±2 | 13.4 | ±0.9 | |
| LENGTH OF SERVICE | | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 59 | 15 | 10 | 12 | 3 | 1 | ±2 | 11.9 | ±1.0 | |
| 5 to 10 Years | 100 | ±1 | 49 | 20 | 11 | 14 | 4 | 2 | ±3 | 14.9 | ±1.4 | |
| 11 to 20 Years | 99 | ±1 | 48 | 20 | 12 | 15 | 3 | 1 | ±2 | 13.7 | ±0.6 | |
| 21 to 30 Years | 99 | ±1 | 49 | 21 | 12 | 14 | 3 | 1 | ±2 | 13.3 | ±0.7 | |
| More Than 30 Years | 99 | ±1 | 49 | 21 | 12 | 14 | 3 | 1 | ±2 | 13.3 | ±0.9 | |
| AGE | | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 59 | 14 | 10 | 12 | 4 | 1 | ±3 | 12.4 | ±1.4 | |
| 31 to 40 Years Old | 100 | ±1 | 47 | 19 | 13 | 16 | 4 | 1 | ±2 | 15.0 | ±1.0 | |
| 41 to 50 Years Old | 100 | ±1 | 46 | 21 | 12 | 15 | 4 | 1 | ±2 | 14.5 | ±0.6 | |
| 51 to 60 Years Old | 99 | ±1 | 53 | 20 | 11 | 12 | 3 | 1 | ±2 | 12.2 | ±0.6 | |
| More Than 60 Years Old | 99 | ±1 | 59 | 19 | 8 | 11 | 3 | 1 | ±3 | 9.6 | ±1.1 | |
| GENDER | | | | | | | | | | | | |
| Male | 99 | ±1 | 45 | 19 | 12 | 17 | 5 | 2 | ±1 | 16.7 | ±0.5 | |
| Female | 99 | ±1 | 58 | 22 | 9 | 8 | 1 | 1 | ±2 | 7.8 | ±0.5 | |
| RACE/ETHNICITY | | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 46 | 21 | 13 | 16 | 4 | 1 | ±1 | 14.7 | ±0.5 | |
| Total Minority | 99 | ±1 | 61 | 17 | 9 | 9 | 3 | 1 | ±2 | 10.1 | ±0.7 | |
| Non-Hispanic Black | 99 | ±1 | 63 | 18 | 8 | 8 | 2 | 1 | ±2 | 9.4 | ±1.0 | |
| Hispanic | 99 | ±1 | 60 | 16 | 9 | 11 | 3 | 1 | ±3 | 11.2 | ±1.3 | |
| Non-Hispanic API | 99 | ±1 | 63 | 16 | 9 | 9 | 3 | 1 | ±3 | 9.1 | ±1.2 | |
| EDUCATION | | | | | | | | | | | | |
| No College | 99 | ±1 | 73 | 14 | 5 | 5 | 2 | 1 | ±2 | 6.9 | ±0.9 | |
| Some College | 99 | ±1 | 59 | 18 | 9 | 10 | 3 | 1 | ±1 | 10.8 | ±0.6 | |
| 4-Year Degree | 100 | ±1 | 36 | 24 | 15 | 19 | 5 | 1 | ±2 | 17.4 | ±0.8 | |
| Graduate/Professional Degree | 100 | ±1 | 23 | 26 | 19 | 25 | 5 | 1 | ±2 | 20.7 | ±0.9 | |

Note. Percent responding are Civilian employees who answered the question.

37. In the past 12 months, have you spent more or less time away from your permanent work location than you expected when you first started working for your organization?

1. Much less than expected

2. Less than expected

3. Neither more nor less than expected

4. More than expected

5. Much more than expected

| | Percent Responding | | Percentages | | | | | Max ME | Degree Expectations Exceeded | | |
|-----------------------------|--------------------|----|-------------|----|----|----|---|--------|------------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 8 | 11 | 72 | 7 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 8 | 12 | 71 | 7 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 8 | 11 | 71 | 7 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 9 | 11 | 72 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 9 | 10 | 72 | 7 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 7 | 12 | 72 | 7 | 2 | ±1 | 2.9 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 15 | 4 | 78 | 2 | 0 | ±4 | 2.7 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 10 | 7 | 77 | 4 | 1 | ±2 | 2.8 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 7 | 13 | 71 | 7 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 4 | 16 | 66 | 11 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| SES | 100 | ±0 | 1 | 11 | 71 | 12 | 4 | ±6 | 3.1 | ±0.1 | <div></div> |
| Blue Collar Total | 99 | ±1 | 12 | 9 | 70 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±2 | 17 | 8 | 69 | 6 | 1 | ±6 | 2.7 | ±0.1 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 15 | 8 | 69 | 6 | 2 | ±3 | 2.7 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 11 | 10 | 69 | 7 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 7 | 9 | 75 | 6 | 2 | ±3 | 2.9 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 5 | 15 | 69 | 9 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 6 | 14 | 71 | 7 | 2 | ±2 | 2.9 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 9 | 9 | 74 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| Clerical | 98 | ±1 | 13 | 4 | 79 | 3 | 1 | ±3 | 2.7 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 10 | 8 | 76 | 4 | 2 | ±4 | 2.8 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 12 | 9 | 70 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 3 | 15 | 72 | 8 | 2 | ±3 | 2.9 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 5 | 15 | 66 | 10 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 6 | 14 | 69 | 8 | 2 | ±2 | 2.9 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 5 | 14 | 68 | 10 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 8 | 11 | 72 | 6 | 2 | ±5 | 2.8 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 8 | 10 | 72 | 7 | 3 | ±4 | 2.9 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 9 | 11 | 72 | 6 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 8 | 11 | 71 | 7 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 98 | ±2 | 9 | 5 | 82 | 3 | 1 | ±5 | 2.8 | ±0.1 | <div></div> |
| CONUS | 99 | ±1 | 8 | 11 | 72 | 7 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 9 | 11 | 71 | 6 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 8 | 11 | 71 | 7 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±2 | 9 | 7 | 77 | 6 | 1 | ±4 | 2.8 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 7 | 12 | 71 | 7 | 2 | ±1 | 2.9 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 10 | 10 | 72 | 6 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

37. In the past 12 months, have you spent more or less time away from your permanent work location than you expected when you first started working for your organization?

| | Percent Responding | | Percentages | | | | | Max ME | Degree Expectations Exceeded | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|------------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 8 | 11 | 72 | 7 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 11 | 12 | 69 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 11 | 11 | 69 | 6 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 11 | 12 | 69 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 8 | 11 | 73 | 7 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 9 | 12 | 70 | 7 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 10 | 12 | 69 | 7 | 2 | ±3 | 2.8 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 9 | 11 | 71 | 6 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 9 | 12 | 71 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 8 | 10 | 69 | 9 | 3 | ±3 | 2.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 8 | 12 | 72 | 6 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 8 | 11 | 71 | 7 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| Other Plan | 98 | ±2 | 8 | 8 | 80 | 3 | 1 | ±4 | 2.8 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 8 | 11 | 72 | 7 | 2 | ±1 | 2.9 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 9 | 11 | 71 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 8 | 12 | 71 | 6 | 3 | ±2 | 2.8 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 9 | 10 | 73 | 7 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 9 | 10 | 70 | 8 | 2 | ±3 | 2.8 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 8 | 11 | 72 | 7 | 2 | ±2 | 2.9 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 8 | 12 | 72 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 9 | 13 | 71 | 6 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 8 | 10 | 73 | 8 | 1 | ±3 | 2.8 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 7 | 10 | 72 | 8 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 8 | 11 | 71 | 7 | 2 | ±1 | 2.9 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 9 | 12 | 71 | 6 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 11 | 11 | 73 | 4 | 1 | ±3 | 2.7 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 8 | 12 | 70 | 8 | 3 | ±1 | 2.8 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 8 | 10 | 75 | 5 | 1 | ±2 | 2.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 7 | 12 | 72 | 7 | 2 | ±1 | 2.9 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 11 | 10 | 70 | 7 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 11 | 10 | 72 | 5 | 1 | ±2 | 2.8 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 13 | 9 | 68 | 8 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 11 | 11 | 67 | 9 | 2 | ±3 | 2.8 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 12 | 8 | 74 | 5 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 9 | 10 | 73 | 6 | 2 | ±1 | 2.8 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 6 | 14 | 69 | 8 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 5 | 15 | 68 | 10 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

38. What impact has time away (or lack thereof) from your permanent work location in the past 12 months had on your career intentions with your organization?

1. Greatly decreased your desire to stay 2. Decreased your desire to stay 3. Neither increased nor decreased your desire to stay
4. Increased your desire to stay 5. Greatly increased your desire to stay

| Percent Responding | | | Percentages | | | | | Max ME | Impact on Desire to Stay | | |
|-----------------------------|-----|----|-------------|---|----|----|---|--------|--------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 1 | 4 | 82 | 9 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 1 | 4 | 82 | 9 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 1 | 4 | 81 | 10 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 1 | 4 | 83 | 8 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 1 | 4 | 82 | 9 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 1 | 4 | 82 | 10 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 2 | 4 | 85 | 5 | 3 | ±3 | 3.0 | ±0.1 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 2 | 4 | 83 | 8 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 1 | 4 | 81 | 11 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 1 | 5 | 82 | 10 | 2 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 99 | ±3 | 0 | 5 | 88 | 5 | 2 | ±3 | 3.0 | ±0.1 | <div></div> |
| Blue Collar Total | 99 | ±1 | 2 | 5 | 81 | 8 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 1 | 3 | 79 | 9 | 7 | ±5 | 3.2 | ±0.1 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 2 | 5 | 78 | 9 | 6 | ±3 | 3.1 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 2 | 5 | 81 | 8 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 1 | 3 | 83 | 9 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 1 | 5 | 80 | 12 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 1 | 4 | 83 | 10 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 1 | 4 | 83 | 9 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Clerical | 97 | ±1 | 2 | 4 | 85 | 6 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±2 | 2 | 3 | 83 | 9 | 3 | ±3 | 3.1 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 2 | 4 | 81 | 8 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 1 | 5 | 78 | 13 | 3 | ±3 | 3.1 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 1 | 5 | 79 | 12 | 2 | ±2 | 3.1 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 1 | 4 | 81 | 10 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 1 | 4 | 81 | 10 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±2 | 1 | 4 | 82 | 9 | 4 | ±4 | 3.1 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 1 | 4 | 82 | 9 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 1 | 4 | 82 | 9 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 1 | 4 | 82 | 9 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Than Full-Time | 97 | ±2 | 1 | 3 | 86 | 8 | 2 | ±5 | 3.1 | ±0.1 | <div></div> |
| CONUS | 99 | ±1 | 1 | 4 | 82 | 9 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 1 | 5 | 80 | 10 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 1 | 4 | 82 | 9 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| Non-Permanent | 98 | ±2 | 1 | 2 | 82 | 11 | 4 | ±4 | 3.2 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 1 | 4 | 82 | 10 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 1 | 4 | 82 | 9 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

38. What impact has time away (or lack thereof) from your permanent work location in the past 12 months had on your career intentions with your organization?

| | Percent Responding | | Percentages | | | | | Max ME | Impact on Desire to Stay | | |
|------------------------------|--------------------|----|-------------|---|----|----|---|--------|--------------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 1 | 4 | 82 | 9 | 3 | ±1 | 3.1 | ±0.1 | |
| Disability | 99 | ±1 | 2 | 5 | 81 | 9 | 4 | ±2 | 3.1 | ±0.1 | |
| Targeted Disability | 99 | ±1 | 2 | 5 | 80 | 9 | 4 | ±3 | 3.1 | ±0.1 | |
| Other Disability | 99 | ±1 | 1 | 5 | 81 | 9 | 4 | ±2 | 3.1 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 1 | 4 | 82 | 10 | 3 | ±1 | 3.1 | ±0.1 | |
| Veteran | 99 | ±1 | 1 | 4 | 82 | 9 | 4 | ±1 | 3.1 | ±0.1 | |
| 10 Point 30% | 99 | ±1 | 1 | 4 | 82 | 9 | 4 | ±2 | 3.1 | ±0.1 | |
| 10 Point Non-30% | 99 | ±1 | 2 | 4 | 82 | 8 | 4 | ±3 | 3.1 | ±0.1 | |
| 5 Point | 99 | ±1 | 1 | 4 | 82 | 8 | 4 | ±1 | 3.1 | ±0.1 | |
| No Preference | 99 | ±1 | 1 | 6 | 80 | 10 | 3 | ±3 | 3.1 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 1 | 4 | 84 | 8 | 3 | ±1 | 3.1 | ±0.1 | |
| FERS | 99 | ±1 | 1 | 4 | 80 | 10 | 4 | ±1 | 3.1 | ±0.1 | |
| Other Plan | 98 | ±2 | 0 | 2 | 87 | 7 | 3 | ±3 | 3.1 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 1 | 4 | 82 | 10 | 3 | ±1 | 3.1 | ±0.1 | |
| Optional Eligible | 99 | ±1 | 1 | 4 | 81 | 9 | 4 | ±1 | 3.1 | ±0.1 | |
| Discontinued Service | 99 | ±1 | 1 | 5 | 83 | 8 | 3 | ±2 | 3.1 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 1 | 3 | 79 | 12 | 4 | ±2 | 3.2 | ±0.1 | |
| 5 to 10 Years | 99 | ±1 | 1 | 5 | 80 | 10 | 4 | ±2 | 3.1 | ±0.1 | |
| 11 to 20 Years | 99 | ±1 | 1 | 5 | 81 | 10 | 4 | ±1 | 3.1 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 1 | 4 | 84 | 8 | 3 | ±1 | 3.1 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 1 | 3 | 84 | 8 | 3 | ±2 | 3.1 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 1 | 4 | 79 | 12 | 3 | ±3 | 3.1 | ±0.1 | |
| 31 to 40 Years Old | 99 | ±1 | 1 | 5 | 80 | 10 | 4 | ±2 | 3.1 | ±0.1 | |
| 41 to 50 Years Old | 99 | ±1 | 1 | 4 | 82 | 9 | 3 | ±1 | 3.1 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 1 | 4 | 83 | 8 | 3 | ±1 | 3.1 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 1 | 2 | 82 | 9 | 5 | ±2 | 3.2 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 1 | 4 | 81 | 10 | 4 | ±1 | 3.1 | ±0.1 | |
| Female | 98 | ±1 | 1 | 4 | 83 | 9 | 3 | ±1 | 3.1 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 1 | 4 | 83 | 9 | 3 | ±1 | 3.1 | ±0.1 | |
| Total Minority | 98 | ±1 | 2 | 4 | 79 | 11 | 5 | ±2 | 3.1 | ±0.1 | |
| Non-Hispanic Black | 98 | ±1 | 2 | 4 | 80 | 9 | 5 | ±2 | 3.1 | ±0.1 | |
| Hispanic | 98 | ±1 | 2 | 5 | 77 | 11 | 5 | ±3 | 3.1 | ±0.1 | |
| Non-Hispanic API | 98 | ±1 | 1 | 4 | 75 | 15 | 4 | ±3 | 3.2 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 1 | 3 | 83 | 8 | 4 | ±2 | 3.1 | ±0.1 | |
| Some College | 99 | ±1 | 1 | 4 | 82 | 8 | 4 | ±1 | 3.1 | ±0.1 | |
| 4-Year Degree | 99 | ±1 | 1 | 4 | 81 | 11 | 3 | ±2 | 3.1 | ±0.1 | |
| Graduate/Professional Degree | 99 | ±1 | 1 | 5 | 80 | 11 | 3 | ±2 | 3.1 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

39. Overall, how well prepared are you to perform your duties in support of your organization's mission?

1. Very poorly prepared

2. Poorly prepared

3. Neither well nor poorly prepared

4. Well prepared

5. Very well prepared

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Preparedness | |
|-----------------------------|-----|----|--------------------|---|-------------|----|----|----|-----|--------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 0 | 1 | 6 | 42 | 51 | ±1 | 4.4 | ±0.1 | <div></div> | |
| Army | 100 | ±1 | 0 | 1 | 6 | 41 | 52 | ±2 | 4.4 | ±0.1 | <div></div> | |
| Navy | 100 | ±1 | 0 | 2 | 6 | 43 | 49 | ±2 | 4.4 | ±0.1 | <div></div> | |
| Air Force | 100 | ±1 | 0 | 2 | 6 | 41 | 51 | ±2 | 4.4 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 100 | ±1 | 0 | 1 | 6 | 40 | 53 | ±2 | 4.4 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 0 | 2 | 6 | 42 | 50 | ±1 | 4.4 | ±0.1 | <div></div> | |
| GS 1 to 4 | 100 | ±1 | 0 | 1 | 4 | 37 | 58 | ±5 | 4.5 | ±0.1 | <div></div> | |
| GS 5 to 8 | 100 | ±1 | 0 | 2 | 6 | 39 | 53 | ±2 | 4.4 | ±0.1 | <div></div> | |
| GS 9 to 12 | 100 | ±1 | 0 | 2 | 7 | 44 | 47 | ±2 | 4.4 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 100 | ±1 | 0 | 1 | 5 | 42 | 52 | ±2 | 4.4 | ±0.1 | <div></div> | |
| SES | 100 | ±1 | 0 | 0 | 1 | 26 | 73 | ±9 | 4.7 | ±0.1 | <div></div> | |
| Blue Collar Total | 100 | ±1 | 0 | 1 | 5 | 38 | 55 | ±2 | 4.5 | ±0.1 | <div></div> | |
| WG 1 to 5 | 100 | ±1 | 0 | 1 | 4 | 37 | 58 | ±6 | 4.5 | ±0.1 | <div></div> | |
| WG 6 to 9 | 100 | ±1 | 0 | 1 | 5 | 35 | 59 | ±4 | 4.5 | ±0.1 | <div></div> | |
| WG 10 to 15 | 100 | ±1 | 0 | 1 | 6 | 39 | 53 | ±3 | 4.4 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 100 | ±1 | 0 | 2 | 4 | 41 | 53 | ±4 | 4.5 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 100 | ±1 | 0 | 1 | 6 | 47 | 46 | ±2 | 4.4 | ±0.1 | <div></div> | |
| Administrative | 100 | ±1 | 0 | 2 | 7 | 42 | 50 | ±2 | 4.4 | ±0.1 | <div></div> | |
| Technical | 100 | ±1 | 0 | 1 | 5 | 41 | 51 | ±2 | 4.4 | ±0.1 | <div></div> | |
| Clerical | 100 | ±1 | 0 | 1 | 5 | 37 | 57 | ±3 | 4.5 | ±0.1 | <div></div> | |
| Other White Collar | 100 | ±1 | 0 | 3 | 9 | 40 | 48 | ±4 | 4.3 | ±0.1 | <div></div> | |
| Blue Collar | 100 | ±1 | 0 | 1 | 5 | 39 | 55 | ±2 | 4.5 | ±0.1 | <div></div> | |
| Scientists | 100 | ±1 | 1 | 3 | 5 | 44 | 47 | ±3 | 4.3 | ±0.1 | <div></div> | |
| Engineers | 100 | ±1 | 0 | 1 | 7 | 51 | 40 | ±2 | 4.3 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 0 | 1 | 5 | 41 | 54 | ±2 | 4.5 | ±0.1 | <div></div> | |
| Manager | 100 | ±1 | 0 | 1 | 4 | 35 | 60 | ±3 | 4.5 | ±0.1 | <div></div> | |
| Wage Leader | 100 | ±1 | 0 | 1 | 4 | 41 | 54 | ±5 | 4.5 | ±0.1 | <div></div> | |
| Wage Supervisor | 100 | ±0 | 0 | 1 | 4 | 42 | 53 | ±4 | 4.5 | ±0.1 | <div></div> | |
| All Others | 100 | ±1 | 0 | 2 | 6 | 42 | 49 | ±1 | 4.4 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 0 | 1 | 6 | 41 | 51 | ±1 | 4.4 | ±0.1 | <div></div> | |
| Other Than Full-Time | 100 | ±1 | 0 | 1 | 6 | 44 | 48 | ±6 | 4.4 | ±0.1 | <div></div> | |
| CONUS | 100 | ±1 | 0 | 1 | 6 | 42 | 51 | ±1 | 4.4 | ±0.1 | <div></div> | |
| OCONUS | 100 | ±1 | 0 | 2 | 6 | 42 | 50 | ±3 | 4.4 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 100 | ±1 | 0 | 1 | 6 | 42 | 51 | ±1 | 4.4 | ±0.1 | <div></div> | |
| Non-Permanent | 100 | ±1 | 0 | 1 | 6 | 43 | 50 | ±5 | 4.4 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 0 | 1 | 6 | 42 | 50 | ±1 | 4.4 | ±0.1 | <div></div> | |
| In Bargaining Unit | 100 | ±1 | 0 | 2 | 6 | 40 | 51 | ±2 | 4.4 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

39. Overall, how well prepared are you to perform your duties in support of your organization's mission?

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Preparedness | |
|------------------------------|-----|----|--------------------|---|-------------|----|----|----|-----|--------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| DISABILITY | | | | | | | | | | | | |
| No Disability | 100 | ±1 | 0 | 1 | 6 | 42 | 50 | ±1 | 4.4 | ±0.1 | <div></div> | |
| Disability | 100 | ±1 | 0 | 2 | 6 | 37 | 55 | ±2 | 4.4 | ±0.1 | <div></div> | |
| Targeted Disability | 100 | ±1 | 0 | 2 | 5 | 36 | 56 | ±3 | 4.5 | ±0.1 | <div></div> | |
| Other Disability | 100 | ±1 | 0 | 2 | 6 | 38 | 54 | ±2 | 4.4 | ±0.1 | <div></div> | |
| VETERAN/PREFERENCE | | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 0 | 1 | 6 | 44 | 48 | ±1 | 4.4 | ±0.1 | <div></div> | |
| Veteran | 100 | ±1 | 0 | 2 | 5 | 38 | 55 | ±1 | 4.5 | ±0.1 | <div></div> | |
| 10 Point 30% | 100 | ±1 | 0 | 2 | 5 | 32 | 61 | ±3 | 4.5 | ±0.1 | <div></div> | |
| 10 Point Non-30% | 100 | ±1 | 0 | 1 | 5 | 35 | 58 | ±3 | 4.5 | ±0.1 | <div></div> | |
| 5 Point | 100 | ±1 | 0 | 2 | 6 | 39 | 53 | ±2 | 4.4 | ±0.1 | <div></div> | |
| No Preference | 100 | ±1 | 0 | 2 | 6 | 40 | 52 | ±3 | 4.4 | ±0.1 | <div></div> | |
| RETIREMENT PLAN | | | | | | | | | | | | |
| CSRS | 100 | ±1 | 0 | 2 | 6 | 40 | 52 | ±2 | 4.4 | ±0.1 | <div></div> | |
| FERS | 100 | ±1 | 0 | 1 | 6 | 43 | 50 | ±1 | 4.4 | ±0.1 | <div></div> | |
| Other Plan | 100 | ±1 | 0 | 1 | 7 | 40 | 52 | ±6 | 4.4 | ±0.1 | <div></div> | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 0 | 1 | 6 | 44 | 48 | ±1 | 4.4 | ±0.1 | <div></div> | |
| Optional Eligible | 100 | ±1 | 0 | 2 | 5 | 38 | 55 | ±2 | 4.5 | ±0.1 | <div></div> | |
| Discontinued Service | 100 | ±1 | 0 | 2 | 6 | 41 | 51 | ±2 | 4.4 | ±0.1 | <div></div> | |
| LENGTH OF SERVICE | | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 0 | 2 | 8 | 46 | 45 | ±2 | 4.3 | ±0.1 | <div></div> | |
| 5 to 10 Years | 100 | ±1 | 0 | 2 | 6 | 43 | 49 | ±3 | 4.4 | ±0.1 | <div></div> | |
| 11 to 20 Years | 100 | ±1 | 0 | 1 | 6 | 43 | 50 | ±2 | 4.4 | ±0.1 | <div></div> | |
| 21 to 30 Years | 100 | ±1 | 0 | 2 | 6 | 41 | 51 | ±2 | 4.4 | ±0.1 | <div></div> | |
| More Than 30 Years | 100 | ±1 | 0 | 1 | 4 | 34 | 60 | ±2 | 4.5 | ±0.1 | <div></div> | |
| AGE | | | | | | | | | | | | |
| 30 Years Old or Less | 100 | ±1 | 0 | 2 | 9 | 50 | 40 | ±3 | 4.3 | ±0.1 | <div></div> | |
| 31 to 40 Years Old | 100 | ±1 | 0 | 2 | 6 | 47 | 45 | ±2 | 4.3 | ±0.1 | <div></div> | |
| 41 to 50 Years Old | 100 | ±1 | 0 | 1 | 6 | 43 | 49 | ±2 | 4.4 | ±0.1 | <div></div> | |
| 51 to 60 Years Old | 100 | ±1 | 0 | 2 | 5 | 37 | 56 | ±2 | 4.5 | ±0.1 | <div></div> | |
| More Than 60 Years Old | 100 | ±1 | 0 | 1 | 4 | 30 | 66 | ±3 | 4.6 | ±0.1 | <div></div> | |
| GENDER | | | | | | | | | | | | |
| Male | 100 | ±1 | 0 | 2 | 6 | 41 | 51 | ±1 | 4.4 | ±0.1 | <div></div> | |
| Female | 100 | ±1 | 0 | 1 | 6 | 42 | 50 | ±2 | 4.4 | ±0.1 | <div></div> | |
| RACE/ETHNICITY | | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 0 | 1 | 6 | 42 | 50 | ±1 | 4.4 | ±0.1 | <div></div> | |
| Total Minority | 100 | ±1 | 0 | 1 | 5 | 40 | 53 | ±2 | 4.4 | ±0.1 | <div></div> | |
| Non-Hispanic Black | 100 | ±1 | 0 | 1 | 5 | 39 | 54 | ±2 | 4.5 | ±0.1 | <div></div> | |
| Hispanic | 100 | ±1 | 0 | 1 | 5 | 38 | 56 | ±3 | 4.5 | ±0.1 | <div></div> | |
| Non-Hispanic API | 100 | ±1 | 0 | 1 | 7 | 45 | 46 | ±3 | 4.4 | ±0.1 | <div></div> | |
| EDUCATION | | | | | | | | | | | | |
| No College | 100 | ±1 | 0 | 1 | 5 | 40 | 54 | ±2 | 4.5 | ±0.1 | <div></div> | |
| Some College | 100 | ±1 | 0 | 1 | 6 | 40 | 52 | ±1 | 4.4 | ±0.1 | <div></div> | |
| 4-Year Degree | 100 | ±1 | 0 | 2 | 7 | 47 | 44 | ±2 | 4.3 | ±0.1 | <div></div> | |
| Graduate/Professional Degree | 100 | ±1 | 0 | 2 | 5 | 39 | 54 | ±2 | 4.5 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

41. Overall, how well prepared is your organization to perform its mission?

1. Very poorly prepared

2. Poorly prepared

3. Neither well nor poorly prepared

4. Well prepared

5. Very well prepared

| Percent Responding | | | Percentages | | | | | Max ME | Average Preparedness | | |
|-----------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 2 | 7 | 15 | 48 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 2 | 7 | 14 | 48 | 29 | ±2 | 4.0 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 2 | 8 | 17 | 46 | 28 | ±2 | 3.9 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 1 | 5 | 13 | 49 | 32 | ±2 | 4.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 2 | 8 | 14 | 47 | 29 | ±2 | 3.9 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 1 | 6 | 14 | 49 | 30 | ±1 | 4.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±2 | 3 | 6 | 12 | 44 | 35 | ±5 | 4.0 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 2 | 6 | 13 | 45 | 35 | ±2 | 4.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 1 | 6 | 15 | 50 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 1 | 8 | 15 | 50 | 26 | ±2 | 3.9 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 1 | 5 | 8 | 46 | 41 | ±8 | 4.2 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 2 | 9 | 16 | 44 | 29 | ±2 | 3.9 | ±0.1 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 2 | 9 | 14 | 45 | 30 | ±6 | 3.9 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 2 | 9 | 15 | 40 | 34 | ±4 | 3.9 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 2 | 8 | 18 | 45 | 27 | ±3 | 3.9 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 2 | 8 | 17 | 44 | 29 | ±4 | 3.9 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 1 | 7 | 16 | 52 | 25 | ±2 | 3.9 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 1 | 6 | 14 | 49 | 29 | ±2 | 4.0 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 1 | 6 | 13 | 46 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 1 | 5 | 11 | 45 | 37 | ±3 | 4.1 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 3 | 11 | 18 | 41 | 27 | ±4 | 3.8 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 2 | 9 | 16 | 44 | 29 | ±2 | 3.9 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 1 | 7 | 14 | 53 | 25 | ±3 | 3.9 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 1 | 7 | 18 | 51 | 23 | ±2 | 3.9 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 1 | 7 | 14 | 50 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 2 | 6 | 12 | 49 | 31 | ±3 | 4.0 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 2 | 11 | 16 | 48 | 23 | ±5 | 3.8 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 1 | 7 | 18 | 44 | 30 | ±4 | 4.0 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 2 | 7 | 15 | 47 | 30 | ±1 | 4.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 2 | 7 | 15 | 47 | 30 | ±1 | 4.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±2 | 2 | 6 | 15 | 49 | 28 | ±7 | 4.0 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 1 | 7 | 15 | 47 | 30 | ±1 | 4.0 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 2 | 7 | 15 | 50 | 27 | ±3 | 3.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 2 | 7 | 15 | 48 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 1 | 5 | 14 | 46 | 33 | ±5 | 4.1 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 1 | 7 | 14 | 48 | 30 | ±1 | 4.0 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 2 | 7 | 15 | 47 | 29 | ±2 | 3.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

41. Overall, how well prepared is your organization to perform its mission?

| Percent Responding | | | Percentages | | | | | Max ME | Average Preparedness | | |
|------------------------------|-----|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 1 | 7 | 15 | 48 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 2 | 8 | 15 | 45 | 30 | ±2 | 3.9 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 3 | 9 | 16 | 42 | 30 | ±3 | 3.9 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 2 | 8 | 14 | 46 | 30 | ±2 | 3.9 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 1 | 6 | 15 | 49 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 2 | 8 | 15 | 46 | 30 | ±1 | 4.0 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 2 | 8 | 13 | 44 | 34 | ±3 | 4.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 2 | 8 | 14 | 45 | 31 | ±3 | 4.0 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 2 | 8 | 15 | 46 | 29 | ±2 | 3.9 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 1 | 5 | 13 | 49 | 31 | ±3 | 4.0 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 2 | 7 | 15 | 47 | 29 | ±2 | 3.9 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 1 | 7 | 15 | 48 | 30 | ±1 | 4.0 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 1 | 6 | 15 | 48 | 29 | ±6 | 4.0 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 1 | 7 | 15 | 48 | 29 | ±1 | 4.0 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 1 | 7 | 14 | 46 | 32 | ±2 | 4.0 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 2 | 7 | 15 | 48 | 27 | ±2 | 3.9 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 1 | 6 | 14 | 50 | 29 | ±2 | 4.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 1 | 8 | 15 | 46 | 30 | ±3 | 3.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 2 | 6 | 15 | 48 | 29 | ±2 | 4.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 2 | 8 | 14 | 48 | 29 | ±2 | 3.9 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 2 | 7 | 14 | 44 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 1 | 5 | 16 | 49 | 27 | ±3 | 4.0 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 2 | 7 | 15 | 51 | 26 | ±2 | 3.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 1 | 7 | 15 | 48 | 29 | ±2 | 4.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 2 | 7 | 15 | 46 | 31 | ±2 | 4.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 1 | 5 | 12 | 43 | 40 | ±3 | 4.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 2 | 8 | 16 | 47 | 28 | ±1 | 3.9 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 1 | 6 | 13 | 49 | 32 | ±2 | 4.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 1 | 7 | 15 | 48 | 28 | ±1 | 3.9 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 2 | 6 | 14 | 46 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 1 | 5 | 12 | 47 | 34 | ±2 | 4.1 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 1 | 7 | 14 | 42 | 35 | ±3 | 4.0 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 1 | 5 | 18 | 48 | 28 | ±3 | 4.0 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 1 | 7 | 13 | 43 | 36 | ±2 | 4.0 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 1 | 7 | 14 | 47 | 31 | ±1 | 4.0 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 2 | 7 | 15 | 51 | 26 | ±2 | 3.9 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 2 | 8 | 15 | 50 | 26 | ±2 | 3.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

43. Overall, how would you rate the current level of stress in your work life?

1. Much less than usual

2. Less than usual

3. About the same as usual

4. More than usual

5. Much more than usual

| | Percent Responding | | Percentages | | | | | Max ME | Average Level of Stress | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 4 | 11 | 40 | 32 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 4 | 11 | 39 | 32 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 4 | 10 | 41 | 32 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 3 | 11 | 42 | 32 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 4 | 11 | 40 | 31 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 3 | 10 | 40 | 33 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 9 | 17 | 39 | 23 | 12 | ±5 | 3.1 | ±0.1 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 5 | 12 | 41 | 28 | 14 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 3 | 10 | 41 | 34 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 1 | 7 | 36 | 39 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| SES | 100 | ±0 | 0 | NR | 29 | 39 | 26 | ±8 | 3.8 | ±0.2 | <div></div> |
| Blue Collar Total | 100 | ±1 | 5 | 13 | 41 | 29 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| WG 1 to 5 | 100 | ±0 | 9 | 17 | 38 | 25 | 10 | ±6 | 3.1 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 7 | 16 | 39 | 26 | 12 | ±3 | 3.2 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 5 | 13 | 44 | 28 | 11 | ±3 | 3.3 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 2 | 7 | 38 | 37 | 16 | ±4 | 3.6 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 2 | 10 | 40 | 35 | 13 | ±2 | 3.5 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 3 | 9 | 39 | 35 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| Technical | 100 | ±1 | 4 | 11 | 41 | 31 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Clerical | 100 | ±1 | 8 | 15 | 41 | 23 | 12 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 4 | 11 | 39 | 31 | 16 | ±4 | 3.4 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 5 | 13 | 41 | 29 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 3 | 7 | 40 | 36 | 15 | ±3 | 3.5 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 2 | 10 | 43 | 35 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 2 | 7 | 34 | 38 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |
| Manager | 100 | ±0 | 3 | 7 | 31 | 40 | 19 | ±3 | 3.7 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 3 | 8 | 39 | 36 | 14 | ±5 | 3.5 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 2 | 8 | 35 | 39 | 16 | ±4 | 3.6 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 4 | 12 | 42 | 30 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 4 | 10 | 40 | 32 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 10 | 18 | 40 | 24 | 9 | ±6 | 3.0 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 4 | 11 | 40 | 32 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 4 | 12 | 40 | 31 | 14 | ±3 | 3.4 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 4 | 10 | 40 | 32 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 8 | 19 | 44 | 22 | 7 | ±5 | 3.0 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 3 | 10 | 40 | 33 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 4 | 12 | 41 | 31 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

43. Overall, how would you rate the current level of stress in your work life?

| Percent Responding | | | Percentages | | | | | Max ME | Average Level of Stress | | |
|------------------------------|-----|----|-------------|----|----|----|----|--------|-------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 4 | 11 | 41 | 32 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 4 | 11 | 36 | 32 | 17 | ±2 | 3.5 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 5 | 11 | 36 | 30 | 17 | ±3 | 3.4 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 4 | 11 | 35 | 32 | 17 | ±2 | 3.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 3 | 11 | 40 | 32 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 4 | 11 | 41 | 31 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 6 | 13 | 38 | 30 | 13 | ±3 | 3.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 4 | 11 | 40 | 30 | 15 | ±3 | 3.4 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 4 | 10 | 41 | 31 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 3 | 12 | 41 | 32 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 3 | 9 | 39 | 33 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 4 | 11 | 41 | 32 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Plan | 100 | ±1 | 7 | 16 | 41 | 25 | 10 | ±6 | 3.2 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 4 | 11 | 40 | 32 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Optional Eligible | 100 | ±1 | 4 | 11 | 41 | 30 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 4 | 9 | 37 | 34 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 6 | 16 | 44 | 26 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 5 | 12 | 42 | 29 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 3 | 10 | 39 | 34 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 3 | 9 | 39 | 34 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 4 | 9 | 41 | 31 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 100 | ±1 | 5 | 14 | 44 | 27 | 10 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 4 | 12 | 41 | 32 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 4 | 10 | 39 | 33 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 3 | 10 | 39 | 33 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 60 Years Old | 100 | ±1 | 6 | 12 | 46 | 25 | 11 | ±3 | 3.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 4 | 11 | 41 | 32 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Female | 100 | ±1 | 4 | 11 | 39 | 32 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 3 | 9 | 41 | 34 | 14 | ±1 | 3.5 | ±0.1 | <div></div> |
| Total Minority | 100 | ±1 | 6 | 15 | 40 | 28 | 12 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 100 | ±1 | 7 | 16 | 40 | 26 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 6 | 15 | 38 | 28 | 14 | ±3 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic API | 100 | ±1 | 5 | 14 | 44 | 29 | 9 | ±3 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 6 | 13 | 41 | 27 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 4 | 11 | 40 | 31 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 3 | 10 | 39 | 35 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 2 | 9 | 40 | 35 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

44. Overall, how would you rate the current level of stress in your personal life?

1. Much less than usual

2. Less than usual

3. About the same as usual

4. More than usual

5. Much more than usual

| | Percent Responding | | Percentages | | | | | Max ME | Average Level of Stress | | |
|-----------------------------|--------------------|----|-------------|----|----|----|---|--------|-------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 6 | 15 | 52 | 21 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 6 | 15 | 51 | 21 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 6 | 15 | 54 | 20 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 6 | 15 | 52 | 21 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 7 | 16 | 51 | 20 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 6 | 15 | 52 | 21 | 6 | ±1 | 3.1 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 12 | 18 | 43 | 21 | 7 | ±5 | 2.9 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 8 | 16 | 50 | 20 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 5 | 15 | 53 | 21 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 3 | 13 | 56 | 23 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 100 | ±1 | NR | 12 | 60 | 18 | 5 | ±8 | 3.0 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 7 | 17 | 52 | 19 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±2 | 12 | 23 | 45 | 16 | 4 | ±6 | 2.8 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 9 | 17 | 49 | 18 | 7 | ±4 | 3.0 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 6 | 15 | 53 | 20 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 5 | 17 | 54 | 20 | 4 | ±4 | 3.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 3 | 13 | 55 | 23 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 5 | 15 | 53 | 21 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 8 | 15 | 52 | 20 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 11 | 16 | 46 | 21 | 6 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 7 | 17 | 51 | 19 | 6 | ±4 | 3.0 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 7 | 17 | 52 | 19 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 3 | 16 | 52 | 23 | 5 | ±4 | 3.1 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 3 | 12 | 57 | 23 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 6 | 15 | 54 | 20 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 5 | 16 | 54 | 20 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 7 | 16 | 54 | 21 | 2 | ±5 | 3.0 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 5 | 17 | 51 | 22 | 5 | ±4 | 3.0 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 6 | 15 | 52 | 21 | 6 | ±1 | 3.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 6 | 15 | 53 | 21 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 9 | 15 | 43 | 26 | 7 | ±6 | 3.1 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 6 | 15 | 52 | 21 | 6 | ±1 | 3.0 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 6 | 16 | 53 | 20 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 6 | 15 | 52 | 21 | 6 | ±1 | 3.0 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 7 | 18 | 49 | 21 | 5 | ±5 | 3.0 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 6 | 15 | 53 | 21 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 7 | 16 | 52 | 20 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

44. Overall, how would you rate the current level of stress in your personal life?

| Percent Responding | | | Percentages | | | | | Max ME | Average Level of Stress | | |
|------------------------------|-----|----|-------------|----|----|----|---|--------|-------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 6 | 15 | 53 | 21 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 8 | 16 | 48 | 21 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 8 | 16 | 49 | 20 | 7 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 8 | 16 | 48 | 22 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 6 | 15 | 52 | 22 | 6 | ±1 | 3.1 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 7 | 16 | 53 | 20 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 9 | 16 | 51 | 19 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 7 | 16 | 53 | 19 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 7 | 16 | 53 | 20 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 4 | 14 | 53 | 22 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 6 | 15 | 54 | 20 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 6 | 15 | 52 | 21 | 6 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 7 | 17 | 45 | 26 | 5 | ±6 | 3.1 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 6 | 14 | 52 | 22 | 6 | ±1 | 3.1 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 7 | 16 | 52 | 19 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 6 | 16 | 52 | 21 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 6 | 16 | 50 | 22 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 7 | 16 | 52 | 20 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 6 | 15 | 52 | 22 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 6 | 15 | 53 | 20 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 6 | 16 | 55 | 18 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 5 | 14 | 51 | 25 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 5 | 14 | 51 | 23 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 6 | 15 | 52 | 21 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 7 | 16 | 54 | 19 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 10 | 18 | 54 | 15 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 5 | 15 | 54 | 20 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 7 | 16 | 49 | 21 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 4 | 14 | 54 | 22 | 6 | ±1 | 3.1 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 10 | 19 | 47 | 19 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 12 | 20 | 45 | 18 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 10 | 19 | 47 | 19 | 6 | ±3 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 7 | 16 | 52 | 21 | 4 | ±3 | 3.0 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 9 | 16 | 51 | 19 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 7 | 16 | 51 | 20 | 6 | ±1 | 3.0 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 4 | 14 | 53 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 4 | 13 | 55 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**a. Deployment**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

| | | | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | |
|-----------------------------|----|----|-----------------------|----|-------------|---|---|----|-----|-----------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 79 | 9 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 74 | 9 | 9 | 5 | 4 | ±2 | 1.6 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 83 | 8 | 5 | 2 | 1 | ±1 | 1.3 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 79 | 9 | 6 | 3 | 2 | ±2 | 1.4 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 99 | ±1 | 81 | 8 | 6 | 3 | 2 | ±2 | 1.4 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 80 | 8 | 6 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |
| GS 1 to 4 | 98 | ±1 | 83 | 6 | 6 | 2 | 3 | ±4 | 1.4 | ±0.1 | <div></div> | |
| GS 5 to 8 | 98 | ±1 | 81 | 7 | 6 | 3 | 3 | ±2 | 1.4 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 80 | 9 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 79 | 9 | 7 | 3 | 2 | ±2 | 1.4 | ±0.1 | <div></div> | |
| SES | NR | ±0 | 88 | 7 | 4 | 2 | 0 | ±4 | 1.2 | ±0.1 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 74 | 10 | 9 | 4 | 3 | ±2 | 1.5 | ±0.1 | <div></div> | |
| WG 1 to 5 | 97 | ±2 | 86 | 5 | 4 | 3 | 2 | ±4 | 1.3 | ±0.1 | <div></div> | |
| WG 6 to 9 | 99 | ±1 | 77 | 8 | 8 | 4 | 3 | ±3 | 1.5 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 71 | 12 | 9 | 5 | 3 | ±3 | 1.6 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 71 | 11 | 11 | 4 | 3 | ±3 | 1.6 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 80 | 9 | 6 | 3 | 2 | ±2 | 1.4 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 80 | 9 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 78 | 9 | 7 | 4 | 2 | ±2 | 1.4 | ±0.1 | <div></div> | |
| Clerical | 98 | ±1 | 84 | 5 | 6 | 2 | 3 | ±2 | 1.4 | ±0.1 | <div></div> | |
| Other White Collar | 99 | ±1 | 89 | 4 | 4 | 2 | 1 | ±3 | 1.2 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 74 | 10 | 9 | 5 | 3 | ±2 | 1.5 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 79 | 10 | 7 | 3 | 2 | ±3 | 1.4 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 80 | 9 | 7 | 3 | 1 | ±2 | 1.4 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 75 | 10 | 8 | 5 | 3 | ±2 | 1.5 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 74 | 11 | 9 | 4 | 3 | ±3 | 1.5 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 77 | 8 | 9 | 3 | 3 | ±4 | 1.5 | ±0.2 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 65 | 13 | 13 | 5 | 4 | ±4 | 1.7 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 80 | 8 | 6 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 79 | 9 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |
| Other Than Full-Time | 99 | ±1 | 83 | 5 | 5 | 3 | 5 | ±6 | 1.4 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 79 | 8 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 72 | 10 | 9 | 5 | 4 | ±3 | 1.6 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 79 | 9 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |
| Non-Permanent | 98 | ±1 | 80 | 7 | 7 | 3 | 3 | ±4 | 1.4 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 79 | 9 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 78 | 9 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

45. To what extent have the following created stress in your life in the past 12 months?

a. Deployment

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 79 | 9 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 80 | 8 | 7 | 3 | 2 | ±2 | 1.4 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 78 | 9 | 7 | 4 | 2 | ±3 | 1.4 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 80 | 8 | 6 | 3 | 2 | ±2 | 1.4 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 82 | 8 | 6 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 75 | 10 | 8 | 4 | 3 | ±1 | 1.5 | ±0.1 | <div></div> |
| 10 Point 30% | 97 | ±1 | 78 | 9 | 7 | 3 | 3 | ±3 | 1.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 77 | 10 | 6 | 4 | 2 | ±3 | 1.4 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 76 | 9 | 8 | 4 | 2 | ±2 | 1.5 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 63 | 14 | 11 | 7 | 4 | ±3 | 1.7 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 82 | 7 | 6 | 3 | 2 | ±1 | 1.3 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 77 | 10 | 7 | 4 | 2 | ±1 | 1.5 | ±0.1 | <div></div> |
| Other Plan | 98 | ±2 | 81 | 7 | 5 | 2 | 5 | ±5 | 1.4 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 79 | 8 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 78 | 9 | 7 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 78 | 9 | 6 | 4 | 2 | ±2 | 1.4 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 77 | 9 | 7 | 3 | 3 | ±2 | 1.5 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 72 | 13 | 9 | 3 | 3 | ±3 | 1.5 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 77 | 9 | 8 | 4 | 2 | ±1 | 1.4 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 81 | 8 | 6 | 3 | 2 | ±1 | 1.4 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 83 | 7 | 6 | 3 | 1 | ±2 | 1.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 77 | 9 | 7 | 4 | 3 | ±3 | 1.5 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 72 | 11 | 8 | 4 | 4 | ±2 | 1.6 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 78 | 9 | 7 | 4 | 2 | ±1 | 1.4 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 82 | 7 | 6 | 3 | 2 | ±1 | 1.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 87 | 5 | 5 | 2 | 1 | ±2 | 1.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 77 | 10 | 7 | 4 | 2 | ±1 | 1.4 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 82 | 7 | 6 | 3 | 3 | ±1 | 1.4 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 79 | 9 | 7 | 4 | 2 | ±1 | 1.4 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 79 | 8 | 7 | 3 | 2 | ±2 | 1.4 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 80 | 8 | 7 | 3 | 3 | ±2 | 1.4 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 77 | 9 | 8 | 3 | 2 | ±3 | 1.5 | ±0.1 | <div></div> |
| Non-Hispanic API | 97 | ±1 | 78 | 10 | 7 | 3 | 2 | ±3 | 1.4 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 81 | 8 | 6 | 4 | 2 | ±2 | 1.4 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 78 | 8 | 7 | 4 | 3 | ±1 | 1.4 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 78 | 10 | 7 | 3 | 2 | ±2 | 1.4 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 80 | 8 | 7 | 3 | 2 | ±2 | 1.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**b. Work and career (e.g., hours, coworkers, change, supervisors)**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 15 | 27 | 27 | 19 | 11 | ±1 | 2.8 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 16 | 26 | 27 | 20 | 11 | ±2 | 2.8 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 15 | 28 | 27 | 19 | 11 | ±2 | 2.8 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 15 | 28 | 27 | 19 | 11 | ±2 | 2.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 16 | 26 | 28 | 20 | 11 | ±2 | 2.9 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 14 | 27 | 27 | 20 | 12 | ±1 | 2.9 | ±0.1 | <div></div> |
| GS 1 to 4 | 98 | ±2 | 25 | 27 | 22 | 16 | 11 | ±4 | 2.6 | ±0.2 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 19 | 27 | 24 | 18 | 11 | ±2 | 2.8 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 14 | 28 | 28 | 19 | 11 | ±1 | 2.9 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 8 | 24 | 30 | 26 | 13 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 13 | 18 | 25 | 29 | 15 | ±10 | 3.1 | ±0.3 | <div></div> |
| Blue Collar Total | 99 | ±1 | 20 | 27 | 26 | 17 | 10 | ±2 | 2.7 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 22 | 26 | 28 | 15 | 9 | ±5 | 2.6 | ±0.2 | <div></div> |
| WG 6 to 9 | 98 | ±1 | 24 | 28 | 23 | 15 | 10 | ±3 | 2.6 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 19 | 29 | 26 | 16 | 10 | ±3 | 2.7 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 16 | 24 | 28 | 21 | 11 | ±3 | 2.9 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 10 | 27 | 31 | 21 | 12 | ±2 | 3.0 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 13 | 27 | 28 | 21 | 12 | ±2 | 2.9 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 18 | 27 | 26 | 18 | 10 | ±2 | 2.7 | ±0.1 | <div></div> |
| Clerical | 98 | ±1 | 23 | 26 | 22 | 18 | 11 | ±3 | 2.7 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 16 | 28 | 27 | 17 | 11 | ±4 | 2.8 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 20 | 27 | 26 | 17 | 10 | ±2 | 2.7 | ±0.1 | <div></div> |
| Scientists | 98 | ±1 | 11 | 25 | 31 | 21 | 12 | ±3 | 3.0 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 12 | 28 | 32 | 19 | 9 | ±2 | 2.9 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 11 | 23 | 28 | 24 | 14 | ±2 | 3.1 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 9 | 22 | 29 | 26 | 14 | ±3 | 3.1 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±2 | 14 | 28 | 26 | 21 | 10 | ±5 | 2.9 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 14 | 22 | 32 | 22 | 9 | ±4 | 2.9 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 17 | 28 | 27 | 18 | 11 | ±1 | 2.8 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 15 | 27 | 27 | 19 | 11 | ±1 | 2.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±2 | 17 | 30 | 28 | 15 | 11 | ±6 | 2.7 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 16 | 27 | 27 | 19 | 11 | ±1 | 2.8 | ±0.1 | <div></div> |
| OCONUS | 98 | ±1 | 13 | 27 | 28 | 19 | 14 | ±3 | 2.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 15 | 27 | 27 | 20 | 11 | ±1 | 2.9 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 20 | 33 | 26 | 13 | 8 | ±4 | 2.6 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 14 | 27 | 28 | 20 | 11 | ±1 | 2.9 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 17 | 27 | 26 | 18 | 11 | ±1 | 2.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**b. Work and career (e.g., hours, coworkers, change, supervisors)**

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 15 | 28 | 27 | 19 | 11 | ±1 | 2.8 | ±0.1 | |
| Disability | 98 | ±1 | 16 | 24 | 26 | 20 | 14 | ±2 | 2.9 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 17 | 25 | 24 | 19 | 14 | ±3 | 2.9 | ±0.1 | |
| Other Disability | 98 | ±1 | 16 | 23 | 27 | 20 | 14 | ±2 | 2.9 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 14 | 27 | 28 | 20 | 12 | ±1 | 2.9 | ±0.1 | |
| Veteran | 99 | ±1 | 17 | 27 | 26 | 19 | 11 | ±1 | 2.8 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 19 | 27 | 25 | 18 | 11 | ±3 | 2.8 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 18 | 25 | 25 | 20 | 12 | ±3 | 2.8 | ±0.1 | |
| 5 Point | 99 | ±1 | 17 | 28 | 26 | 19 | 11 | ±2 | 2.8 | ±0.1 | |
| No Preference | 98 | ±1 | 16 | 27 | 28 | 19 | 9 | ±3 | 2.8 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 16 | 25 | 28 | 20 | 11 | ±1 | 2.9 | ±0.1 | |
| FERS | 98 | ±1 | 15 | 28 | 27 | 19 | 11 | ±1 | 2.8 | ±0.1 | |
| Other Plan | 99 | ±2 | 18 | 28 | 25 | 18 | 12 | ±5 | 2.8 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 14 | 28 | 27 | 20 | 11 | ±1 | 2.9 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 19 | 26 | 27 | 18 | 10 | ±2 | 2.7 | ±0.1 | |
| Discontinued Service | 99 | ±1 | 13 | 25 | 28 | 21 | 13 | ±2 | 2.9 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 17 | 32 | 28 | 15 | 9 | ±2 | 2.7 | ±0.1 | |
| 5 to 10 Years | 99 | ±1 | 15 | 28 | 27 | 19 | 10 | ±3 | 2.8 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 14 | 26 | 27 | 21 | 12 | ±2 | 2.9 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 15 | 25 | 27 | 21 | 12 | ±2 | 2.9 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 19 | 27 | 26 | 17 | 10 | ±2 | 2.7 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 15 | 31 | 28 | 17 | 9 | ±3 | 2.7 | ±0.1 | |
| 31 to 40 Years Old | 99 | ±1 | 13 | 29 | 26 | 19 | 12 | ±2 | 2.9 | ±0.1 | |
| 41 to 50 Years Old | 99 | ±1 | 14 | 27 | 28 | 20 | 12 | ±1 | 2.9 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 17 | 24 | 27 | 20 | 11 | ±1 | 2.8 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 27 | 28 | 24 | 13 | 8 | ±3 | 2.5 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 16 | 28 | 28 | 19 | 10 | ±1 | 2.8 | ±0.1 | |
| Female | 98 | ±1 | 15 | 26 | 26 | 20 | 14 | ±2 | 2.9 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 13 | 27 | 28 | 20 | 12 | ±1 | 2.9 | ±0.1 | |
| Total Minority | 98 | ±1 | 21 | 27 | 25 | 16 | 10 | ±2 | 2.7 | ±0.1 | |
| Non-Hispanic Black | 98 | ±1 | 25 | 27 | 22 | 16 | 10 | ±2 | 2.6 | ±0.1 | |
| Hispanic | 98 | ±1 | 19 | 27 | 26 | 17 | 11 | ±3 | 2.7 | ±0.1 | |
| Non-Hispanic API | 99 | ±1 | 17 | 28 | 32 | 15 | 8 | ±3 | 2.7 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 25 | 27 | 25 | 16 | 9 | ±2 | 2.6 | ±0.1 | |
| Some College | 98 | ±1 | 17 | 27 | 26 | 18 | 11 | ±1 | 2.8 | ±0.1 | |
| 4-Year Degree | 99 | ±1 | 10 | 27 | 30 | 21 | 11 | ±2 | 3.0 | ±0.1 | |
| Graduate/Professional Degree | 99 | ±1 | 9 | 25 | 30 | 22 | 13 | ±2 | 3.0 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**c. Finances (yours and your family's)**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

| Percent Responding | | | Percentages | | | | | Max ME | Presence of Stressor | | |
|-----------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 36 | 31 | 20 | 9 | 4 | ±1 | 2.1 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 36 | 31 | 20 | 9 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 36 | 32 | 21 | 8 | 3 | ±2 | 2.1 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 36 | 31 | 21 | 8 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 37 | 30 | 19 | 10 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 37 | 31 | 20 | 8 | 4 | ±1 | 2.1 | ±0.1 | <div></div> |
| GS 1 to 4 | 98 | ±2 | 29 | 25 | 22 | 15 | 9 | ±4 | 2.5 | ±0.2 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 32 | 29 | 22 | 11 | 7 | ±2 | 2.3 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 38 | 32 | 20 | 8 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 42 | 34 | 17 | 6 | 1 | ±2 | 1.9 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 54 | 26 | 12 | 8 | 1 | ±8 | 1.8 | ±0.3 | <div></div> |
| Blue Collar Total | 99 | ±1 | 33 | 30 | 22 | 11 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 33 | 25 | 21 | 13 | 8 | ±6 | 2.4 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 31 | 28 | 22 | 13 | 5 | ±3 | 2.3 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 32 | 32 | 23 | 10 | 4 | ±3 | 2.2 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 39 | 31 | 20 | 8 | 2 | ±4 | 2.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 35 | 35 | 20 | 8 | 2 | ±2 | 2.1 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 41 | 32 | 18 | 7 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 35 | 29 | 21 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 33 | 27 | 21 | 13 | 7 | ±3 | 2.3 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 29 | 31 | 24 | 10 | 7 | ±4 | 2.3 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 34 | 30 | 22 | 10 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 34 | 34 | 21 | 7 | 3 | ±3 | 2.1 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 34 | 35 | 20 | 9 | 2 | ±2 | 2.1 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 40 | 33 | 18 | 7 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 43 | 32 | 18 | 5 | 2 | ±3 | 1.9 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±2 | 36 | 32 | 19 | 9 | 3 | ±5 | 2.1 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 38 | 32 | 20 | 7 | 3 | ±4 | 2.1 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 35 | 31 | 21 | 10 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 37 | 31 | 20 | 9 | 4 | ±1 | 2.1 | ±0.1 | <div></div> |
| Other Than Full-Time | 98 | ±2 | 28 | 29 | 21 | 12 | 11 | ±6 | 2.5 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 36 | 31 | 20 | 9 | 4 | ±1 | 2.1 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 37 | 30 | 21 | 9 | 4 | ±3 | 2.1 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 37 | 31 | 20 | 9 | 4 | ±1 | 2.1 | ±0.1 | <div></div> |
| Non-Permanent | 98 | ±2 | 28 | 28 | 21 | 14 | 8 | ±4 | 2.4 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 38 | 32 | 19 | 8 | 3 | ±1 | 2.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 34 | 30 | 21 | 10 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

c. Finances (yours and your family's)

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 37 | 31 | 20 | 9 | 3 | ±1 | 2.1 | ±0.1 | |
| Disability | 99 | ±1 | 33 | 31 | 21 | 10 | 5 | ±2 | 2.2 | ±0.1 | |
| Targeted Disability | 99 | ±1 | 32 | 30 | 20 | 12 | 6 | ±3 | 2.3 | ±0.1 | |
| Other Disability | 99 | ±1 | 34 | 31 | 22 | 9 | 5 | ±2 | 2.2 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 36 | 31 | 20 | 9 | 4 | ±1 | 2.1 | ±0.1 | |
| Veteran | 99 | ±1 | 36 | 31 | 21 | 9 | 4 | ±1 | 2.1 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 37 | 31 | 20 | 8 | 5 | ±3 | 2.1 | ±0.1 | |
| 10 Point Non-30% | 99 | ±1 | 36 | 32 | 20 | 9 | 3 | ±3 | 2.1 | ±0.1 | |
| 5 Point | 99 | ±1 | 37 | 31 | 20 | 9 | 3 | ±2 | 2.1 | ±0.1 | |
| No Preference | 99 | ±1 | 33 | 32 | 22 | 9 | 4 | ±3 | 2.2 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 40 | 32 | 18 | 7 | 3 | ±2 | 2.0 | ±0.1 | |
| FERS | 99 | ±1 | 34 | 31 | 21 | 10 | 4 | ±1 | 2.2 | ±0.1 | |
| Other Plan | 98 | ±2 | 31 | 27 | 24 | 12 | 7 | ±5 | 2.4 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 34 | 31 | 21 | 9 | 4 | ±1 | 2.2 | ±0.1 | |
| Optional Eligible | 99 | ±1 | 39 | 30 | 19 | 8 | 3 | ±2 | 2.1 | ±0.1 | |
| Discontinued Service | 99 | ±1 | 37 | 32 | 20 | 8 | 3 | ±2 | 2.1 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 28 | 30 | 24 | 12 | 6 | ±2 | 2.4 | ±0.1 | |
| 5 to 10 Years | 99 | ±1 | 32 | 32 | 21 | 11 | 5 | ±3 | 2.3 | ±0.1 | |
| 11 to 20 Years | 99 | ±1 | 36 | 31 | 21 | 9 | 4 | ±2 | 2.1 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 38 | 31 | 19 | 8 | 3 | ±2 | 2.1 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 46 | 31 | 16 | 5 | 2 | ±2 | 1.9 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 26 | 30 | 23 | 15 | 6 | ±3 | 2.4 | ±0.1 | |
| 31 to 40 Years Old | 99 | ±1 | 29 | 31 | 24 | 11 | 5 | ±2 | 2.3 | ±0.1 | |
| 41 to 50 Years Old | 99 | ±1 | 34 | 32 | 20 | 9 | 4 | ±2 | 2.2 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 42 | 31 | 18 | 7 | 2 | ±2 | 2.0 | ±0.1 | |
| More Than 60 Years Old | 99 | ±1 | 52 | 28 | 14 | 4 | 1 | ±3 | 1.7 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 35 | 32 | 21 | 9 | 3 | ±1 | 2.1 | ±0.1 | |
| Female | 99 | ±1 | 39 | 29 | 19 | 9 | 5 | ±2 | 2.1 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 37 | 32 | 20 | 8 | 3 | ±1 | 2.1 | ±0.1 | |
| Total Minority | 98 | ±1 | 35 | 29 | 21 | 10 | 5 | ±2 | 2.2 | ±0.1 | |
| Non-Hispanic Black | 98 | ±1 | 36 | 27 | 20 | 10 | 6 | ±2 | 2.2 | ±0.1 | |
| Hispanic | 98 | ±1 | 36 | 27 | 21 | 11 | 4 | ±3 | 2.2 | ±0.1 | |
| Non-Hispanic API | 99 | ±1 | 33 | 35 | 20 | 9 | 3 | ±3 | 2.1 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 41 | 28 | 19 | 9 | 3 | ±2 | 2.1 | ±0.1 | |
| Some College | 99 | ±1 | 35 | 30 | 21 | 10 | 5 | ±1 | 2.2 | ±0.1 | |
| 4-Year Degree | 99 | ±1 | 35 | 34 | 20 | 8 | 3 | ±2 | 2.1 | ±0.1 | |
| Graduate/Professional Degree | 99 | ±1 | 38 | 34 | 20 | 7 | 2 | ±2 | 2.0 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**d. Health (yours and your family's)**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|-----------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 32 | 34 | 21 | 10 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 31 | 34 | 21 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 31 | 34 | 21 | 9 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 33 | 34 | 20 | 9 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 32 | 32 | 22 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 31 | 34 | 21 | 10 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 33 | 31 | 20 | 11 | 4 | ±5 | 2.2 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 31 | 32 | 21 | 11 | 6 | ±2 | 2.3 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 31 | 34 | 21 | 10 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 98 | ±1 | 31 | 37 | 20 | 8 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 37 | 38 | 16 | 6 | 3 | ±9 | 2.0 | ±0.2 | <div></div> |
| Blue Collar Total | 98 | ±1 | 33 | 31 | 21 | 9 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| WG 1 to 5 | 97 | ±3 | 34 | 29 | 20 | 10 | 7 | ±6 | 2.3 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±1 | 33 | 29 | 22 | 11 | 5 | ±3 | 2.3 | ±0.1 | <div></div> |
| WG 10 to 15 | 97 | ±1 | 33 | 33 | 20 | 9 | 5 | ±3 | 2.2 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 35 | 33 | 21 | 8 | 3 | ±4 | 2.1 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 31 | 36 | 21 | 9 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 31 | 33 | 21 | 10 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| Technical | 97 | ±1 | 31 | 33 | 21 | 10 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| Clerical | 97 | ±1 | 31 | 32 | 20 | 12 | 5 | ±3 | 2.3 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±2 | 35 | 36 | 19 | 8 | 3 | ±4 | 2.1 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 33 | 32 | 21 | 9 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Scientists | 98 | ±1 | 31 | 37 | 20 | 7 | 5 | ±3 | 2.2 | ±0.1 | <div></div> |
| Engineers | 98 | ±1 | 30 | 38 | 21 | 8 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 32 | 35 | 20 | 9 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 34 | 34 | 20 | 8 | 4 | ±3 | 2.1 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 31 | 37 | 20 | 9 | 3 | ±5 | 2.2 | ±0.1 | <div></div> |
| Wage Supervisor | 98 | ±1 | 37 | 33 | 21 | 6 | 3 | ±4 | 2.1 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 31 | 33 | 21 | 10 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 31 | 34 | 21 | 10 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 98 | ±2 | 37 | 30 | 19 | 9 | 5 | ±6 | 2.1 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 32 | 33 | 21 | 10 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| OCONUS | 98 | ±1 | 31 | 34 | 23 | 7 | 4 | ±3 | 2.2 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 31 | 33 | 21 | 10 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Non-Permanent | 98 | ±1 | 36 | 34 | 18 | 8 | 5 | ±5 | 2.1 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 32 | 34 | 21 | 9 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 30 | 33 | 21 | 10 | 5 | ±1 | 2.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

d. Health (yours and your family's)

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 34 | 34 | 20 | 8 | 4 | ±1 | 2.1 | ±0.1 | <div></div> |
| Disability | 97 | ±1 | 19 | 29 | 26 | 16 | 9 | ±2 | 2.7 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 21 | 29 | 24 | 16 | 9 | ±3 | 2.6 | ±0.1 | <div></div> |
| Other Disability | 97 | ±1 | 19 | 29 | 27 | 17 | 9 | ±2 | 2.7 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 31 | 34 | 21 | 9 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 32 | 33 | 21 | 10 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| 10 Point 30% | 97 | ±1 | 25 | 31 | 25 | 13 | 6 | ±3 | 2.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 31 | 34 | 21 | 10 | 5 | ±3 | 2.2 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 33 | 33 | 20 | 10 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 36 | 35 | 17 | 7 | 4 | ±3 | 2.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 29 | 34 | 22 | 10 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 33 | 33 | 20 | 9 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| Other Plan | 97 | ±2 | 32 | 36 | 19 | 9 | 5 | ±6 | 2.2 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 32 | 34 | 20 | 9 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 31 | 33 | 21 | 10 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 29 | 33 | 22 | 10 | 6 | ±2 | 2.3 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 36 | 34 | 19 | 7 | 3 | ±2 | 2.1 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 37 | 33 | 19 | 8 | 3 | ±3 | 2.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 32 | 33 | 21 | 9 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 97 | ±1 | 29 | 33 | 22 | 11 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 29 | 34 | 22 | 11 | 4 | ±2 | 2.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 37 | 34 | 18 | 7 | 4 | ±3 | 2.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 98 | ±1 | 36 | 34 | 19 | 8 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 31 | 34 | 20 | 9 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 97 | ±1 | 28 | 33 | 23 | 11 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 97 | ±1 | 31 | 32 | 23 | 10 | 3 | ±3 | 2.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 32 | 35 | 21 | 9 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 31 | 32 | 21 | 11 | 6 | ±2 | 2.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 31 | 34 | 21 | 10 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 33 | 32 | 21 | 9 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 36 | 31 | 19 | 8 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 30 | 34 | 22 | 9 | 5 | ±3 | 2.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 29 | 35 | 24 | 9 | 3 | ±3 | 2.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 36 | 30 | 19 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 31 | 33 | 21 | 10 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 31 | 35 | 21 | 9 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 30 | 36 | 21 | 9 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**e. Life events (e.g., birth of a child, getting engaged or married, getting divorced, death of a close relative)**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

| | | | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | |
|-----------------------------|-----|----|-----------------------|----|-------------|---|----|----|-----|-----------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 51 | 23 | 14 | 8 | 5 | ±1 | 1.9 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 50 | 23 | 14 | 8 | 5 | ±2 | 2.0 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 51 | 23 | 14 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 50 | 23 | 14 | 8 | 5 | ±2 | 1.9 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 99 | ±1 | 51 | 23 | 14 | 7 | 5 | ±2 | 1.9 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 50 | 23 | 14 | 8 | 5 | ±1 | 1.9 | ±0.1 | <div></div> | |
| GS 1 to 4 | 99 | ±1 | 51 | 20 | 15 | 9 | 6 | ±5 | 2.0 | ±0.2 | <div></div> | |
| GS 5 to 8 | 99 | ±1 | 51 | 21 | 14 | 8 | 6 | ±2 | 2.0 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 50 | 23 | 15 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 51 | 25 | 13 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> | |
| SES | 100 | ±1 | 54 | 23 | 11 | 6 | NR | ±8 | 1.9 | ±0.3 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 51 | 23 | 14 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> | |
| WG 1 to 5 | 99 | ±2 | 52 | 21 | 15 | 6 | 6 | ±6 | 1.9 | ±0.2 | <div></div> | |
| WG 6 to 9 | 99 | ±1 | 49 | 25 | 15 | 7 | 4 | ±4 | 1.9 | ±0.1 | <div></div> | |
| WG 10 to 15 | 100 | ±1 | 51 | 23 | 14 | 8 | 5 | ±3 | 1.9 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 55 | 23 | 13 | 6 | 3 | ±4 | 1.8 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 49 | 24 | 14 | 8 | 5 | ±2 | 2.0 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 52 | 23 | 14 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 51 | 22 | 14 | 8 | 5 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Clerical | 99 | ±1 | 51 | 20 | 14 | 9 | 6 | ±3 | 2.0 | ±0.1 | <div></div> | |
| Other White Collar | 100 | ±1 | 51 | 21 | 15 | 8 | 6 | ±4 | 2.0 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 51 | 23 | 14 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 49 | 23 | 14 | 9 | 5 | ±4 | 2.0 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 47 | 26 | 15 | 7 | 5 | ±2 | 2.0 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 53 | 22 | 13 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Manager | 100 | ±1 | 51 | 24 | 14 | 7 | 4 | ±3 | 1.9 | ±0.1 | <div></div> | |
| Wage Leader | 100 | ±1 | 54 | 21 | 14 | 7 | 4 | ±5 | 1.9 | ±0.2 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 49 | 27 | 16 | 5 | 4 | ±4 | 1.9 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 50 | 23 | 14 | 8 | 5 | ±1 | 1.9 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 51 | 23 | 14 | 7 | 5 | ±1 | 1.9 | ±0.1 | <div></div> | |
| Other Than Full-Time | 99 | ±2 | 52 | 20 | 11 | 9 | 7 | ±6 | 2.0 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 51 | 23 | 14 | 8 | 5 | ±1 | 1.9 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 50 | 26 | 13 | 6 | 5 | ±3 | 1.9 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 51 | 23 | 14 | 8 | 5 | ±1 | 1.9 | ±0.1 | <div></div> | |
| Non-Permanent | 99 | ±1 | 51 | 22 | 12 | 7 | 8 | ±5 | 2.0 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 51 | 23 | 14 | 7 | 4 | ±1 | 1.9 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 50 | 23 | 14 | 8 | 5 | ±2 | 2.0 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

45. To what extent have the following created stress in your life in the past 12 months?**e. Life events (e.g., birth of a child, getting engaged or married, getting divorced, death of a close relative)**

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 51 | 23 | 14 | 7 | 4 | ±1 | 1.9 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 49 | 22 | 15 | 8 | 6 | ±2 | 2.0 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 49 | 21 | 15 | 8 | 7 | ±3 | 2.0 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 49 | 23 | 15 | 8 | 6 | ±2 | 2.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 49 | 23 | 14 | 8 | 5 | ±1 | 2.0 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 52 | 23 | 14 | 7 | 4 | ±1 | 1.9 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 52 | 21 | 14 | 7 | 5 | ±3 | 1.9 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 53 | 22 | 15 | 7 | 3 | ±3 | 1.9 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 53 | 23 | 14 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 48 | 25 | 13 | 8 | 5 | ±3 | 2.0 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 52 | 23 | 14 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 50 | 23 | 14 | 8 | 5 | ±1 | 1.9 | ±0.1 | <div></div> |
| Other Plan | 98 | ±2 | 52 | 21 | 12 | 9 | 5 | ±6 | 1.9 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 50 | 23 | 14 | 8 | 5 | ±1 | 2.0 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 52 | 23 | 14 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 50 | 24 | 14 | 8 | 5 | ±2 | 1.9 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 48 | 22 | 15 | 9 | 6 | ±2 | 2.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 48 | 24 | 15 | 8 | 5 | ±3 | 2.0 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 51 | 23 | 14 | 8 | 5 | ±2 | 1.9 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 51 | 23 | 14 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 54 | 23 | 13 | 6 | 3 | ±2 | 1.8 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 44 | 23 | 16 | 10 | 7 | ±3 | 2.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 47 | 23 | 14 | 9 | 7 | ±2 | 2.1 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 50 | 24 | 14 | 7 | 5 | ±2 | 1.9 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 53 | 23 | 14 | 6 | 3 | ±2 | 1.8 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 62 | 19 | 11 | 5 | 2 | ±3 | 1.7 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 50 | 24 | 14 | 7 | 4 | ±1 | 1.9 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 51 | 21 | 13 | 8 | 6 | ±2 | 2.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 50 | 24 | 14 | 8 | 5 | ±1 | 1.9 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 53 | 21 | 14 | 7 | 5 | ±2 | 1.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 55 | 19 | 13 | 7 | 5 | ±2 | 1.9 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 51 | 21 | 16 | 8 | 4 | ±3 | 1.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 50 | 24 | 15 | 7 | 4 | ±3 | 1.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 56 | 20 | 13 | 6 | 5 | ±2 | 1.8 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 51 | 23 | 14 | 7 | 5 | ±1 | 1.9 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 49 | 24 | 14 | 8 | 5 | ±2 | 1.9 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 48 | 24 | 15 | 8 | 5 | ±2 | 2.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**f. Relationship with your spouse or significant other**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

| Percent Responding | | | Percentages | | | | | Max ME | Presence of Stressor | | |
|-----------------------------|-----|----|-------------|----|----|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 54 | 27 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 53 | 27 | 11 | 5 | 3 | ±2 | 1.8 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 53 | 28 | 12 | 5 | 2 | ±2 | 1.8 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 54 | 27 | 11 | 5 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 55 | 26 | 11 | 5 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 54 | 27 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 98 | ±1 | 55 | 24 | 11 | 5 | 5 | ±5 | 1.8 | ±0.2 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 56 | 24 | 11 | 5 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 54 | 28 | 11 | 5 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 98 | ±1 | 52 | 30 | 11 | 5 | 2 | ±2 | 1.7 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 57 | 25 | 13 | 3 | 2 | ±8 | 1.7 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 52 | 27 | 12 | 5 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 53 | 22 | 14 | 5 | 5 | ±6 | 1.9 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 52 | 28 | 11 | 5 | 5 | ±4 | 1.8 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 51 | 28 | 12 | 5 | 4 | ±3 | 1.8 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 56 | 26 | 11 | 4 | 2 | ±4 | 1.7 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 49 | 31 | 12 | 5 | 3 | ±2 | 1.8 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 56 | 26 | 11 | 5 | 2 | ±2 | 1.7 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 55 | 26 | 11 | 4 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 57 | 22 | 11 | 5 | 4 | ±3 | 1.8 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±2 | 49 | 28 | 13 | 7 | 4 | ±4 | 1.9 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 52 | 27 | 12 | 5 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 52 | 30 | 9 | 6 | 3 | ±4 | 1.8 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 49 | 32 | 12 | 5 | 3 | ±2 | 1.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 55 | 27 | 10 | 5 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 54 | 27 | 12 | 5 | 3 | ±3 | 1.8 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 56 | 26 | 11 | 6 | 2 | ±5 | 1.7 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 53 | 28 | 13 | 4 | 2 | ±4 | 1.7 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 53 | 27 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 54 | 27 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 47 | 27 | 13 | 8 | 5 | ±6 | 2.0 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 54 | 27 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| OCONUS | 98 | ±1 | 49 | 30 | 13 | 5 | 3 | ±3 | 1.8 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 54 | 27 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 47 | 30 | 14 | 5 | 4 | ±5 | 1.9 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 54 | 28 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 53 | 26 | 12 | 5 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

f. Relationship with your spouse or significant other

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 53 | 27 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 54 | 26 | 12 | 5 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 53 | 24 | 13 | 6 | 4 | ±3 | 1.8 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 54 | 26 | 12 | 4 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 54 | 26 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 53 | 28 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 54 | 27 | 10 | 4 | 4 | ±3 | 1.8 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 54 | 28 | 11 | 4 | 3 | ±3 | 1.7 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 53 | 28 | 11 | 5 | 3 | ±2 | 1.8 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 48 | 30 | 13 | 5 | 4 | ±3 | 1.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 57 | 26 | 10 | 4 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 51 | 28 | 12 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 50 | 30 | 11 | 6 | 3 | ±6 | 1.8 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 51 | 28 | 12 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 57 | 26 | 11 | 4 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 55 | 27 | 10 | 4 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 46 | 30 | 14 | 6 | 4 | ±2 | 1.9 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 49 | 28 | 12 | 6 | 4 | ±3 | 1.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 53 | 27 | 11 | 5 | 3 | ±2 | 1.8 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 56 | 26 | 11 | 4 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 61 | 25 | 9 | 3 | 2 | ±2 | 1.6 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 44 | 30 | 15 | 8 | 3 | ±3 | 2.0 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 45 | 31 | 13 | 7 | 4 | ±2 | 1.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 52 | 28 | 12 | 5 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 60 | 25 | 10 | 4 | 2 | ±2 | 1.6 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 68 | 21 | 8 | 2 | 1 | ±3 | 1.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 51 | 29 | 12 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 58 | 23 | 11 | 4 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 53 | 28 | 11 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 54 | 26 | 12 | 5 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 55 | 25 | 11 | 5 | 4 | ±2 | 1.8 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 54 | 26 | 13 | 5 | 3 | ±3 | 1.8 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 49 | 29 | 14 | 5 | 3 | ±3 | 1.8 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 61 | 22 | 9 | 5 | 3 | ±2 | 1.7 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 54 | 27 | 12 | 5 | 3 | ±1 | 1.8 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 51 | 29 | 11 | 5 | 3 | ±2 | 1.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 50 | 31 | 12 | 5 | 3 | ±2 | 1.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**g. Relationship with your children or other family members**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

| | | | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | |
|-----------------------------|-----|----|-----------------------|----|-------------|----|---|----|-----|-----------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 44 | 34 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> | |
| Army | 100 | ±1 | 44 | 35 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 45 | 35 | 14 | 5 | 2 | ±2 | 1.8 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 44 | 34 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 99 | ±1 | 44 | 33 | 15 | 6 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 44 | 35 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> | |
| GS 1 to 4 | 100 | ±1 | 49 | 29 | 15 | 6 | 2 | ±5 | 1.8 | ±0.1 | <div></div> | |
| GS 5 to 8 | 99 | ±1 | 45 | 33 | 14 | 5 | 3 | ±2 | 1.9 | ±0.1 | <div></div> | |
| GS 9 to 12 | 100 | ±1 | 43 | 35 | 15 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 41 | 38 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| SES | 100 | ±1 | 46 | 33 | 13 | 8 | 1 | ±8 | 1.9 | ±0.3 | <div></div> | |
| Blue Collar Total | 100 | ±1 | 45 | 33 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| WG 1 to 5 | 99 | ±1 | 48 | 27 | 15 | 7 | 3 | ±6 | 1.9 | ±0.2 | <div></div> | |
| WG 6 to 9 | 99 | ±1 | 45 | 34 | 13 | 6 | 3 | ±4 | 1.9 | ±0.1 | <div></div> | |
| WG 10 to 15 | 100 | ±1 | 46 | 33 | 15 | 5 | 2 | ±3 | 1.8 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 44 | 38 | 12 | 4 | 2 | ±4 | 1.8 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 42 | 36 | 15 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 43 | 35 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 44 | 35 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Clerical | 99 | ±1 | 47 | 30 | 14 | 6 | 3 | ±3 | 1.9 | ±0.1 | <div></div> | |
| Other White Collar | 100 | ±1 | 50 | 28 | 15 | 4 | 3 | ±4 | 1.8 | ±0.1 | <div></div> | |
| Blue Collar | 100 | ±1 | 45 | 33 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 43 | 37 | 14 | 5 | 2 | ±4 | 1.9 | ±0.1 | <div></div> | |
| Engineers | 100 | ±1 | 42 | 37 | 15 | 4 | 1 | ±2 | 1.9 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 45 | 35 | 13 | 4 | 2 | ±2 | 1.8 | ±0.1 | <div></div> | |
| Manager | 100 | ±1 | 42 | 37 | 14 | 5 | 2 | ±3 | 1.9 | ±0.1 | <div></div> | |
| Wage Leader | 100 | ±0 | 44 | 35 | 13 | 5 | 3 | ±5 | 1.9 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 42 | 36 | 15 | 5 | 2 | ±4 | 1.9 | ±0.1 | <div></div> | |
| All Others | 100 | ±1 | 44 | 34 | 15 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 44 | 34 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> | |
| Other Than Full-Time | 100 | ±1 | 43 | 29 | 15 | 10 | 2 | ±7 | 2.0 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 44 | 34 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 45 | 36 | 13 | 5 | 2 | ±3 | 1.8 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 100 | ±1 | 44 | 34 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> | |
| Non-Permanent | 99 | ±1 | 45 | 33 | 13 | 6 | 2 | ±5 | 1.9 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 44 | 35 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 44 | 33 | 15 | 6 | 2 | ±2 | 1.9 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

g. Relationship with your children or other family members

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 45 | 34 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 42 | 34 | 15 | 6 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 43 | 32 | 14 | 7 | 4 | ±3 | 2.0 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 41 | 35 | 15 | 6 | 3 | ±2 | 1.9 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 44 | 34 | 15 | 6 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 44 | 35 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 45 | 33 | 14 | 5 | 3 | ±3 | 1.9 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 45 | 35 | 13 | 5 | 2 | ±3 | 1.8 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 44 | 35 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 43 | 35 | 13 | 5 | 2 | ±3 | 1.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 43 | 35 | 15 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 45 | 34 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 45 | 32 | 14 | 7 | 2 | ±6 | 1.9 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 44 | 34 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 45 | 34 | 14 | 5 | 2 | ±2 | 1.8 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 42 | 35 | 15 | 6 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 46 | 33 | 14 | 5 | 2 | ±2 | 1.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 46 | 33 | 14 | 5 | 2 | ±3 | 1.8 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 44 | 35 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 42 | 35 | 15 | 6 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 44 | 36 | 14 | 4 | 2 | ±2 | 1.8 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 52 | 30 | 12 | 4 | 1 | ±3 | 1.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 44 | 35 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 40 | 35 | 16 | 6 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 45 | 34 | 14 | 5 | 2 | ±2 | 1.8 | ±0.1 | <div></div> |
| More Than 60 Years Old | 100 | ±1 | 51 | 33 | 11 | 4 | 1 | ±3 | 1.7 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 45 | 35 | 14 | 5 | 2 | ±1 | 1.8 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 43 | 33 | 15 | 6 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 43 | 35 | 15 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 47 | 31 | 14 | 5 | 2 | ±2 | 1.8 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 50 | 30 | 14 | 5 | 2 | ±2 | 1.8 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 47 | 31 | 14 | 6 | 2 | ±3 | 1.8 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 44 | 35 | 15 | 5 | 1 | ±3 | 1.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 49 | 30 | 14 | 5 | 2 | ±2 | 1.8 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 44 | 34 | 14 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 43 | 36 | 15 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 44 | 35 | 14 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**h. Crime in your community**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

| Percent Responding | | | Percentages | | | | | Max ME | Presence of Stressor | | |
|-----------------------------|----|----|-------------|----|---|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 72 | 21 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 73 | 20 | 5 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 71 | 21 | 5 | 1 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 73 | 21 | 5 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 72 | 21 | 6 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 73 | 20 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 70 | 22 | 7 | 1 | 1 | ±4 | 1.4 | ±0.1 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 70 | 21 | 7 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 73 | 20 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 98 | ±1 | 77 | 19 | 3 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 82 | 15 | 3 | 0 | 0 | ±4 | 1.2 | ±0.1 | <div></div> |
| Blue Collar Total | 98 | ±1 | 70 | 22 | 6 | 2 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 67 | 21 | 8 | 3 | 0 | ±6 | 1.5 | ±0.1 | <div></div> |
| WG 6 to 9 | 98 | ±1 | 69 | 21 | 7 | 2 | 1 | ±3 | 1.4 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 69 | 23 | 6 | 1 | 0 | ±3 | 1.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 73 | 21 | 5 | 1 | 0 | ±3 | 1.3 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 75 | 20 | 4 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 75 | 19 | 4 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 70 | 21 | 7 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| Clerical | 98 | ±1 | 69 | 22 | 7 | 1 | 1 | ±3 | 1.4 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±2 | 72 | 20 | 7 | 1 | 1 | ±4 | 1.4 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 70 | 22 | 6 | 2 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 75 | 19 | 5 | 1 | 0 | ±3 | 1.3 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 74 | 21 | 4 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 75 | 19 | 5 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 77 | 18 | 4 | 1 | 0 | ±3 | 1.3 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 71 | 21 | 6 | 1 | 1 | ±5 | 1.4 | ±0.1 | <div></div> |
| Wage Supervisor | 97 | ±2 | 73 | 21 | 5 | 1 | 0 | ±4 | 1.4 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 72 | 21 | 6 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 72 | 21 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 74 | 19 | 6 | 1 | 0 | ±6 | 1.4 | ±0.1 | <div></div> |
| CONUS | 98 | ±1 | 73 | 21 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| OCONUS | 98 | ±1 | 69 | 21 | 7 | 2 | 1 | ±3 | 1.5 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 72 | 21 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 75 | 17 | 6 | 1 | 0 | ±4 | 1.4 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 74 | 20 | 5 | 1 | 0 | ±1 | 1.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 71 | 21 | 6 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

h. Crime in your community

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 73 | 20 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| Disability | 97 | ±1 | 67 | 24 | 7 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| Targeted Disability | 96 | ±1 | 70 | 21 | 7 | 1 | 1 | ±3 | 1.4 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 66 | 25 | 7 | 2 | 0 | ±2 | 1.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 73 | 20 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 72 | 21 | 6 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 71 | 21 | 6 | 2 | 0 | ±3 | 1.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±1 | 72 | 21 | 6 | 1 | 0 | ±3 | 1.4 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 71 | 21 | 6 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 75 | 20 | 5 | 1 | 0 | ±3 | 1.3 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 71 | 22 | 6 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 73 | 20 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| Other Plan | 98 | ±2 | 74 | 19 | 6 | 1 | 0 | ±5 | 1.3 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 74 | 20 | 5 | 1 | 0 | ±1 | 1.3 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 71 | 21 | 6 | 1 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 70 | 22 | 6 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 75 | 19 | 5 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 74 | 19 | 5 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 73 | 20 | 5 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 70 | 22 | 6 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| More Than 30 Years | 97 | ±1 | 71 | 21 | 6 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 78 | 15 | 5 | 1 | 0 | ±3 | 1.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 76 | 18 | 4 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 71 | 22 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 71 | 22 | 6 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| More Than 60 Years Old | 97 | ±1 | 68 | 23 | 7 | 1 | 1 | ±3 | 1.4 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 72 | 21 | 5 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 73 | 20 | 5 | 1 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 75 | 19 | 4 | 1 | 0 | ±1 | 1.3 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 66 | 23 | 8 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 69 | 21 | 7 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 66 | 23 | 9 | 2 | 1 | ±3 | 1.5 | ±0.1 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 60 | 27 | 10 | 2 | 1 | ±3 | 1.6 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 72 | 19 | 6 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 71 | 22 | 6 | 1 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 74 | 20 | 5 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 75 | 20 | 4 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**i. Natural disasters (e.g., fires, floods, storms, earthquakes)**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

| | | | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | |
|-----------------------------|-----|----|--------------------|----|-------------|---|---|----|-----|--------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 72 | 21 | 6 | 1 | 0 | ±2 | 1.4 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 59 | 27 | 10 | 3 | 1 | ±2 | 1.6 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 76 | 18 | 5 | 1 | 0 | ±2 | 1.3 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±1 | 1.5 | ±0.1 | <div></div> | |
| GS 1 to 4 | 99 | ±1 | 73 | 19 | 5 | 1 | 1 | ±4 | 1.4 | ±0.1 | <div></div> | |
| GS 5 to 8 | 99 | ±1 | 70 | 20 | 7 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 70 | 21 | 6 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 61 | 27 | 9 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> | |
| SES | 100 | ±1 | 61 | 28 | 9 | 2 | 0 | ±7 | 1.5 | ±0.1 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 70 | 21 | 6 | 2 | 0 | ±2 | 1.4 | ±0.1 | <div></div> | |
| WG 1 to 5 | 99 | ±1 | 69 | 23 | 5 | 3 | 0 | ±6 | 1.4 | ±0.1 | <div></div> | |
| WG 6 to 9 | 99 | ±1 | 70 | 21 | 7 | 2 | 0 | ±3 | 1.4 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 70 | 21 | 7 | 2 | 0 | ±3 | 1.4 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 71 | 21 | 6 | 1 | 0 | ±3 | 1.4 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 67 | 24 | 7 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 67 | 23 | 7 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 69 | 20 | 8 | 3 | 1 | ±2 | 1.5 | ±0.1 | <div></div> | |
| Clerical | 99 | ±1 | 71 | 20 | 6 | 2 | 1 | ±3 | 1.4 | ±0.1 | <div></div> | |
| Other White Collar | 100 | ±1 | 69 | 22 | 8 | 2 | 0 | ±4 | 1.4 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 70 | 21 | 6 | 2 | 0 | ±2 | 1.4 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 65 | 26 | 7 | 2 | 1 | ±3 | 1.5 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 67 | 23 | 7 | 2 | 0 | ±2 | 1.4 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 69 | 22 | 7 | 2 | 0 | ±2 | 1.4 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 64 | 24 | 9 | 2 | 1 | ±3 | 1.5 | ±0.1 | <div></div> | |
| Wage Leader | 100 | ±1 | 69 | 23 | 6 | 2 | 0 | ±5 | 1.4 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 71 | 21 | 6 | 2 | 0 | ±4 | 1.4 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 69 | 22 | 7 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> | |
| Other Than Full-Time | 100 | ±1 | 76 | 18 | 4 | 1 | 0 | ±5 | 1.3 | ±0.1 | <div></div> | |
| CONUS | 99 | ±1 | 68 | 23 | 7 | 2 | 1 | ±1 | 1.5 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 77 | 16 | 5 | 1 | 1 | ±3 | 1.3 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> | |
| Non-Permanent | 99 | ±1 | 74 | 20 | 5 | 1 | 0 | ±4 | 1.3 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±1 | 1.5 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 70 | 21 | 7 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**i. Natural disasters (e.g., fires, floods, storms, earthquakes)**

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 69 | 22 | 7 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 67 | 22 | 8 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±3 | 1.5 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 67 | 22 | 8 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±1 | 1.5 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 70 | 21 | 7 | 2 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 71 | 21 | 7 | 2 | 1 | ±3 | 1.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 71 | 20 | 6 | 2 | 1 | ±3 | 1.4 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 69 | 22 | 7 | 2 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 70 | 22 | 5 | 2 | 0 | ±3 | 1.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 66 | 23 | 8 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 69 | 21 | 7 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 74 | 19 | 5 | 2 | 0 | ±5 | 1.3 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 69 | 21 | 7 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 67 | 23 | 7 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 72 | 20 | 6 | 2 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 72 | 20 | 6 | 2 | 0 | ±2 | 1.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 67 | 23 | 7 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 66 | 23 | 8 | 2 | 0 | ±2 | 1.5 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 73 | 19 | 5 | 2 | 0 | ±3 | 1.4 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 70 | 21 | 6 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 67 | 23 | 7 | 2 | 1 | ±1 | 1.5 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 67 | 23 | 7 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 69 | 22 | 8 | 1 | 1 | ±3 | 1.4 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 69 | 22 | 7 | 2 | 0 | ±1 | 1.4 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 68 | 22 | 7 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 70 | 21 | 6 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 65 | 23 | 8 | 3 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 64 | 23 | 10 | 3 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 68 | 22 | 7 | 3 | 0 | ±3 | 1.5 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 64 | 26 | 7 | 2 | 1 | ±3 | 1.5 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 70 | 20 | 7 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 69 | 21 | 7 | 2 | 1 | ±1 | 1.4 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 67 | 24 | 6 | 2 | 1 | ±2 | 1.4 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 67 | 23 | 7 | 2 | 1 | ±2 | 1.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**j. Terrorism, to include the threat of terrorism**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

| | | | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | |
|-----------------------------|-----|----|--------------------|----|-------------|---|---|----|-----|--------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 39 | 38 | 16 | 5 | 2 | ±1 | 1.9 | ±0.1 | | |
| Army | 99 | ±1 | 38 | 38 | 16 | 5 | 2 | ±2 | 2.0 | ±0.1 | | |
| Navy | 99 | ±1 | 40 | 39 | 16 | 4 | 2 | ±2 | 1.9 | ±0.1 | | |
| Air Force | 99 | ±1 | 41 | 38 | 16 | 3 | 1 | ±2 | 1.8 | ±0.1 | | |
| DoD Agencies and Activities | 99 | ±1 | 37 | 38 | 18 | 5 | 2 | ±2 | 2.0 | ±0.1 | | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 38 | 39 | 16 | 5 | 2 | ±1 | 1.9 | ±0.1 | | |
| GS 1 to 4 | 100 | ±1 | 45 | 32 | 15 | 5 | 3 | ±5 | 1.9 | ±0.1 | | |
| GS 5 to 8 | 99 | ±1 | 39 | 35 | 18 | 6 | 3 | ±2 | 2.0 | ±0.1 | | |
| GS 9 to 12 | 99 | ±1 | 39 | 39 | 16 | 4 | 2 | ±2 | 1.9 | ±0.1 | | |
| GS/GM 13 to 15 | 99 | ±1 | 34 | 44 | 16 | 4 | 1 | ±2 | 1.9 | ±0.1 | | |
| SES | 100 | ±1 | 29 | 48 | 16 | 5 | 1 | ±8 | 2.0 | ±0.2 | | |
| Blue Collar Total | 99 | ±1 | 41 | 36 | 16 | 5 | 2 | ±2 | 1.9 | ±0.1 | | |
| WG 1 to 5 | 99 | ±1 | 44 | 32 | 17 | 4 | 3 | ±6 | 1.9 | ±0.2 | | |
| WG 6 to 9 | 99 | ±1 | 42 | 33 | 17 | 5 | 3 | ±4 | 1.9 | ±0.1 | | |
| WG 10 to 15 | 99 | ±1 | 40 | 37 | 16 | 5 | 2 | ±3 | 1.9 | ±0.1 | | |
| WS/WL 1 to 19 | 99 | ±1 | 41 | 39 | 15 | 4 | 1 | ±4 | 1.8 | ±0.1 | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 38 | 42 | 15 | 3 | 1 | ±2 | 1.9 | ±0.1 | | |
| Administrative | 99 | ±1 | 37 | 40 | 17 | 5 | 1 | ±2 | 1.9 | ±0.1 | | |
| Technical | 99 | ±1 | 39 | 37 | 17 | 5 | 2 | ±2 | 1.9 | ±0.1 | | |
| Clerical | 99 | ±1 | 42 | 34 | 16 | 6 | 2 | ±3 | 1.9 | ±0.1 | | |
| Other White Collar | 99 | ±1 | 40 | 32 | 19 | 7 | 3 | ±4 | 2.0 | ±0.1 | | |
| Blue Collar | 99 | ±1 | 42 | 36 | 16 | 5 | 2 | ±2 | 1.9 | ±0.1 | | |
| Scientists | 100 | ±1 | 44 | 39 | 14 | 2 | 1 | ±3 | 1.8 | ±0.1 | | |
| Engineers | 100 | ±1 | 41 | 42 | 13 | 3 | 1 | ±2 | 1.8 | ±0.1 | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 38 | 39 | 17 | 4 | 2 | ±2 | 1.9 | ±0.1 | | |
| Manager | 99 | ±1 | 35 | 41 | 17 | 6 | 2 | ±3 | 2.0 | ±0.1 | | |
| Wage Leader | 100 | ±1 | 39 | 38 | 17 | 5 | 1 | ±5 | 1.9 | ±0.1 | | |
| Wage Supervisor | 99 | ±1 | 39 | 39 | 17 | 4 | 1 | ±4 | 1.9 | ±0.1 | | |
| All Others | 99 | ±1 | 40 | 38 | 16 | 5 | 2 | ±1 | 1.9 | ±0.1 | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 39 | 38 | 16 | 5 | 2 | ±1 | 1.9 | ±0.1 | | |
| Other Than Full-Time | 100 | ±1 | 39 | 42 | 13 | 3 | 3 | ±6 | 1.9 | ±0.2 | | |
| CONUS | 99 | ±1 | 40 | 38 | 16 | 4 | 2 | ±1 | 1.9 | ±0.1 | | |
| OCONUS | 100 | ±1 | 34 | 39 | 18 | 7 | 3 | ±3 | 2.1 | ±0.1 | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 39 | 38 | 17 | 5 | 2 | ±1 | 1.9 | ±0.1 | | |
| Non-Permanent | 100 | ±1 | 44 | 37 | 13 | 4 | 2 | ±5 | 1.8 | ±0.1 | | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 39 | 39 | 16 | 4 | 2 | ±1 | 1.9 | ±0.1 | | |
| In Bargaining Unit | 99 | ±1 | 39 | 37 | 17 | 5 | 2 | ±1 | 1.9 | ±0.1 | | |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

j. Terrorism, to include the threat of terrorism

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 39 | 39 | 16 | 4 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 39 | 35 | 18 | 5 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 40 | 34 | 17 | 6 | 3 | ±3 | 2.0 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 38 | 36 | 18 | 5 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 38 | 39 | 17 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 41 | 37 | 16 | 4 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 43 | 34 | 16 | 4 | 3 | ±3 | 1.9 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 42 | 36 | 15 | 5 | 2 | ±3 | 1.9 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 41 | 37 | 16 | 4 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 39 | 40 | 16 | 4 | 1 | ±3 | 1.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 37 | 39 | 17 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 40 | 37 | 16 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 42 | 39 | 14 | 4 | 2 | ±6 | 1.8 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 40 | 38 | 16 | 4 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 39 | 37 | 17 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 35 | 41 | 17 | 5 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 44 | 37 | 14 | 4 | 2 | ±2 | 1.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 43 | 36 | 15 | 5 | 2 | ±3 | 1.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 38 | 38 | 17 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 36 | 40 | 18 | 5 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 39 | 39 | 16 | 4 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 49 | 33 | 13 | 3 | 2 | ±3 | 1.8 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 40 | 39 | 15 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 38 | 40 | 16 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 37 | 39 | 18 | 5 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 45 | 33 | 17 | 5 | 1 | ±3 | 1.8 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 42 | 38 | 15 | 4 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 35 | 39 | 18 | 5 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 39 | 40 | 16 | 4 | 1 | ±1 | 1.9 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 38 | 35 | 17 | 7 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 39 | 33 | 18 | 7 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 39 | 35 | 17 | 7 | 2 | ±3 | 2.0 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 34 | 37 | 18 | 7 | 4 | ±3 | 2.1 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 42 | 35 | 16 | 4 | 3 | ±2 | 1.9 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 39 | 37 | 17 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 39 | 40 | 15 | 4 | 1 | ±2 | 1.9 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 38 | 41 | 16 | 4 | 1 | ±2 | 1.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**k. War or hostilities to include the threat of war**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|-----------------------------|--------------------|----|-------------|----|----|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 37 | 36 | 18 | 6 | 3 | ±1 | 2.0 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 35 | 36 | 19 | 7 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 40 | 37 | 16 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 38 | 37 | 18 | 5 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 37 | 34 | 19 | 7 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 37 | 37 | 18 | 6 | 2 | ±1 | 2.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±2 | 43 | 28 | 19 | 6 | 4 | ±5 | 2.0 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 36 | 34 | 20 | 7 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 37 | 38 | 18 | 5 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 36 | 41 | 17 | 5 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 35 | 44 | 12 | 6 | 3 | ±9 | 2.0 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 38 | 35 | 18 | 7 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 41 | 31 | 18 | 6 | 4 | ±6 | 2.0 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 38 | 33 | 19 | 8 | 3 | ±3 | 2.1 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 36 | 35 | 19 | 8 | 3 | ±3 | 2.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 38 | 37 | 17 | 6 | 2 | ±4 | 2.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 38 | 39 | 17 | 4 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 37 | 37 | 18 | 6 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 36 | 34 | 19 | 7 | 3 | ±2 | 2.1 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 38 | 33 | 20 | 6 | 3 | ±3 | 2.0 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 42 | 33 | 17 | 6 | 3 | ±4 | 2.0 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 38 | 34 | 18 | 7 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 40 | 39 | 15 | 4 | 2 | ±3 | 1.9 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 41 | 40 | 14 | 3 | 1 | ±2 | 1.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 37 | 36 | 18 | 6 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 35 | 38 | 18 | 6 | 3 | ±3 | 2.0 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 39 | 34 | 20 | 6 | 1 | ±5 | 2.0 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 36 | 37 | 17 | 7 | 3 | ±4 | 2.0 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 38 | 36 | 18 | 6 | 2 | ±1 | 2.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 37 | 36 | 18 | 6 | 3 | ±1 | 2.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 98 | ±2 | 40 | 34 | 16 | 6 | 4 | ±6 | 2.0 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 38 | 36 | 18 | 6 | 2 | ±1 | 2.0 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 32 | 36 | 19 | 8 | 5 | ±3 | 2.2 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 37 | 36 | 18 | 6 | 3 | ±1 | 2.0 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±2 | 41 | 33 | 16 | 6 | 3 | ±5 | 2.0 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 38 | 37 | 18 | 6 | 2 | ±1 | 2.0 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 37 | 35 | 19 | 6 | 3 | ±1 | 2.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**k. War or hostilities to include the threat of war**

| | Percent Responding | | Percentages | | | | | Max ME | Presence of Stressor | | |
|------------------------------|--------------------|----|-------------|----|----|---|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 37 | 37 | 18 | 6 | 2 | ±1 | 2.0 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 37 | 34 | 19 | 6 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 38 | 33 | 19 | 7 | 3 | ±3 | 2.0 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 37 | 35 | 19 | 6 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 36 | 37 | 19 | 6 | 2 | ±1 | 2.0 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 39 | 35 | 17 | 6 | 3 | ±1 | 2.0 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 42 | 33 | 16 | 6 | 4 | ±3 | 2.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 40 | 34 | 16 | 6 | 3 | ±3 | 2.0 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 39 | 35 | 17 | 5 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 32 | 39 | 19 | 7 | 3 | ±3 | 2.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 37 | 37 | 18 | 5 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 37 | 36 | 18 | 6 | 3 | ±1 | 2.0 | ±0.1 | <div></div> |
| Other Plan | 98 | ±2 | 43 | 30 | 19 | 7 | 1 | ±6 | 1.9 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 38 | 36 | 18 | 6 | 2 | ±1 | 2.0 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 38 | 35 | 18 | 6 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 34 | 39 | 18 | 6 | 3 | ±2 | 2.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 40 | 35 | 17 | 6 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 38 | 36 | 17 | 6 | 3 | ±3 | 2.0 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 36 | 37 | 18 | 7 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 36 | 36 | 19 | 6 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 40 | 37 | 16 | 5 | 3 | ±2 | 1.9 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 43 | 33 | 15 | 6 | 3 | ±3 | 1.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 36 | 37 | 18 | 7 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 36 | 37 | 18 | 6 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 37 | 36 | 19 | 6 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 47 | 31 | 15 | 5 | 2 | ±3 | 1.9 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 41 | 36 | 16 | 5 | 2 | ±1 | 1.9 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 32 | 37 | 21 | 7 | 3 | ±2 | 2.1 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 37 | 38 | 17 | 5 | 2 | ±1 | 2.0 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 37 | 32 | 19 | 7 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 38 | 31 | 19 | 7 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 37 | 31 | 20 | 8 | 3 | ±3 | 2.1 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 35 | 36 | 18 | 7 | 4 | ±3 | 2.1 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 39 | 34 | 18 | 6 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 37 | 35 | 19 | 7 | 3 | ±1 | 2.0 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 37 | 38 | 17 | 5 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 38 | 38 | 17 | 5 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**a. Your organization's mission and goals**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 3 | 7 | 23 | 52 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 3 | 7 | 22 | 53 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 3 | 8 | 24 | 50 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 2 | 6 | 23 | 53 | 16 | ±2 | 3.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 3 | 8 | 24 | 50 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 3 | 7 | 23 | 52 | 16 | ±1 | 3.7 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 4 | 6 | 24 | 50 | 16 | ±5 | 3.7 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 3 | 7 | 24 | 51 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 2 | 7 | 23 | 52 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 2 | 9 | 20 | 52 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 1 | 6 | 5 | 44 | 43 | ±9 | 4.2 | ±0.1 | <div></div> |
| Blue Collar Total | 100 | ±1 | 4 | 8 | 25 | 51 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 3 | 7 | 24 | 54 | 13 | ±6 | 3.7 | ±0.1 | <div></div> |
| WG 6 to 9 | 100 | ±1 | 4 | 6 | 23 | 53 | 14 | ±4 | 3.7 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 4 | 8 | 27 | 49 | 12 | ±3 | 3.6 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 3 | 8 | 22 | 52 | 15 | ±4 | 3.7 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 2 | 8 | 22 | 53 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 3 | 7 | 21 | 52 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 3 | 7 | 24 | 51 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 3 | 6 | 25 | 51 | 16 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±0 | 5 | 10 | 23 | 49 | 13 | ±4 | 3.5 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 4 | 8 | 24 | 51 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 3 | 8 | 24 | 50 | 15 | ±4 | 3.7 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 2 | 9 | 24 | 52 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 2 | 7 | 20 | 53 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 2 | 7 | 15 | 54 | 21 | ±3 | 3.8 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±0 | 4 | 9 | 24 | 51 | 12 | ±5 | 3.6 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 4 | 7 | 22 | 52 | 16 | ±4 | 3.7 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 3 | 7 | 24 | 51 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 3 | 7 | 23 | 52 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 2 | 4 | 25 | 57 | 12 | ±6 | 3.7 | ±0.1 | <div></div> |
| CONUS | 100 | ±1 | 3 | 7 | 23 | 52 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 3 | 6 | 23 | 52 | 16 | ±3 | 3.7 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 3 | 7 | 23 | 52 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 1 | 5 | 21 | 55 | 17 | ±5 | 3.8 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 3 | 7 | 21 | 53 | 16 | ±1 | 3.7 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 3 | 7 | 25 | 51 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**a. Your organization's mission and goals**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 3 | 7 | 23 | 52 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 4 | 8 | 24 | 48 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 6 | 9 | 24 | 46 | 16 | ±3 | 3.6 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 3 | 8 | 24 | 49 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 3 | 7 | 23 | 52 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 3 | 8 | 22 | 51 | 16 | ±1 | 3.7 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 3 | 9 | 19 | 50 | 19 | ±3 | 3.7 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 4 | 7 | 23 | 50 | 17 | ±3 | 3.7 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 3 | 8 | 23 | 51 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 2 | 6 | 22 | 53 | 17 | ±3 | 3.8 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 3 | 8 | 24 | 50 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 3 | 7 | 23 | 52 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 2 | 6 | 25 | 52 | 14 | ±6 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 3 | 7 | 24 | 52 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 3 | 7 | 21 | 52 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 3 | 8 | 25 | 49 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 2 | 5 | 21 | 56 | 17 | ±2 | 3.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 3 | 6 | 23 | 52 | 15 | ±3 | 3.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 3 | 8 | 24 | 51 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 3 | 7 | 24 | 51 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 3 | 9 | 21 | 51 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 100 | ±1 | 2 | 5 | 25 | 54 | 14 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 3 | 7 | 25 | 52 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 3 | 7 | 23 | 52 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 3 | 8 | 23 | 50 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 2 | 7 | 18 | 53 | 20 | ±3 | 3.8 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 3 | 8 | 23 | 51 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 2 | 6 | 24 | 52 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 3 | 8 | 23 | 52 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 3 | 6 | 23 | 51 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 3 | 6 | 22 | 52 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 4 | 7 | 22 | 49 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 2 | 5 | 26 | 54 | 13 | ±3 | 3.7 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 3 | 6 | 24 | 52 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 3 | 7 | 24 | 51 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 3 | 8 | 23 | 52 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 3 | 8 | 20 | 52 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**b. Your organization's performance management system**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 9 | 22 | 26 | 35 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 9 | 21 | 26 | 37 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 10 | 25 | 27 | 31 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 8 | 19 | 25 | 39 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 10 | 22 | 27 | 34 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 9 | 21 | 27 | 36 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 10 | 16 | 28 | 35 | 11 | ±5 | 3.2 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 10 | 19 | 26 | 35 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 8 | 22 | 27 | 35 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 8 | 23 | 26 | 37 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 6 | 15 | 19 | 38 | 21 | ±9 | 3.5 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 12 | 25 | 25 | 32 | 6 | ±2 | 2.9 | ±0.1 | <div></div> |
| WG 1 to 5 | 100 | ±1 | 12 | 26 | 24 | 31 | 8 | ±6 | 3.0 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 12 | 23 | 23 | 33 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 13 | 27 | 25 | 29 | 5 | ±3 | 2.9 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 9 | 24 | 26 | 34 | 6 | ±4 | 3.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 8 | 22 | 28 | 35 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 8 | 21 | 26 | 37 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 10 | 21 | 26 | 35 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 9 | 17 | 28 | 36 | 11 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 15 | 24 | 22 | 31 | 7 | ±4 | 2.9 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 12 | 25 | 25 | 32 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 9 | 24 | 29 | 32 | 6 | ±3 | 3.0 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 8 | 24 | 29 | 34 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 8 | 20 | 26 | 38 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 7 | 20 | 21 | 42 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 10 | 28 | 26 | 32 | 4 | ±5 | 2.9 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 10 | 21 | 26 | 36 | 8 | ±4 | 3.1 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 10 | 22 | 27 | 34 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 10 | 22 | 26 | 35 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 8 | 15 | 30 | 40 | 7 | ±7 | 3.2 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 9 | 22 | 26 | 35 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 10 | 19 | 28 | 35 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 10 | 22 | 26 | 35 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 6 | 15 | 27 | 41 | 10 | ±5 | 3.3 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 9 | 21 | 26 | 37 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 11 | 23 | 27 | 33 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**b. Your organization's performance management system**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 9 | 21 | 27 | 36 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 12 | 25 | 24 | 31 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 13 | 25 | 23 | 30 | 9 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 11 | 25 | 25 | 31 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 9 | 21 | 27 | 36 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 10 | 23 | 25 | 34 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 10 | 22 | 23 | 34 | 11 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 10 | 22 | 23 | 35 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 10 | 24 | 26 | 33 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 7 | 21 | 26 | 38 | 8 | ±3 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 10 | 23 | 26 | 34 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 9 | 21 | 26 | 36 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 8 | 18 | 27 | 39 | 8 | ±6 | 3.2 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 9 | 22 | 27 | 36 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 10 | 21 | 25 | 36 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 11 | 24 | 26 | 32 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 7 | 17 | 28 | 39 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 9 | 22 | 25 | 36 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 10 | 23 | 26 | 34 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 10 | 23 | 26 | 34 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 10 | 23 | 24 | 34 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 7 | 19 | 30 | 37 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 10 | 21 | 27 | 36 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 9 | 23 | 26 | 34 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 10 | 23 | 25 | 34 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 8 | 17 | 23 | 40 | 11 | ±3 | 3.3 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 10 | 23 | 26 | 34 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 9 | 20 | 27 | 36 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 9 | 23 | 26 | 35 | 7 | ±1 | 3.1 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 10 | 19 | 26 | 37 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 9 | 19 | 26 | 38 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 11 | 20 | 24 | 35 | 10 | ±3 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 8 | 17 | 29 | 40 | 8 | ±3 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 10 | 20 | 26 | 36 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 10 | 22 | 26 | 35 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 9 | 23 | 27 | 35 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 9 | 22 | 26 | 35 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**c. Your organization's efficiency and effectiveness levels**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | |
|-----------------------------|-----|----|-----------------------|----|-------------|----|----|----|-----|-----------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 7 | 20 | 26 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 7 | 19 | 26 | 40 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 7 | 23 | 27 | 34 | 8 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 5 | 17 | 26 | 43 | 10 | ±2 | 3.4 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 99 | ±1 | 8 | 20 | 26 | 39 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 6 | 19 | 26 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> | |
| GS 1 to 4 | 99 | ±1 | 9 | 15 | 23 | 42 | 11 | ±5 | 3.3 | ±0.1 | <div></div> | |
| GS 5 to 8 | 99 | ±1 | 7 | 16 | 27 | 40 | 10 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 6 | 20 | 27 | 39 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 100 | ±1 | 6 | 22 | 25 | 39 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| SES | 100 | ±1 | 3 | 15 | 15 | 50 | 18 | ±8 | 3.6 | ±0.2 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 8 | 21 | 27 | 36 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| WG 1 to 5 | 99 | ±2 | 7 | 18 | 29 | 37 | 10 | ±6 | 3.2 | ±0.2 | <div></div> | |
| WG 6 to 9 | 100 | ±1 | 7 | 20 | 24 | 39 | 10 | ±3 | 3.3 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 8 | 22 | 28 | 35 | 7 | ±3 | 3.1 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 7 | 22 | 26 | 37 | 8 | ±4 | 3.2 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 7 | 23 | 26 | 38 | 7 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Administrative | 100 | ±1 | 6 | 19 | 26 | 40 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 6 | 18 | 26 | 40 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Clerical | 99 | ±1 | 7 | 14 | 27 | 41 | 11 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Other White Collar | 100 | ±1 | 11 | 20 | 27 | 33 | 9 | ±4 | 3.1 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 8 | 21 | 26 | 36 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 7 | 25 | 29 | 33 | 5 | ±3 | 3.0 | ±0.1 | <div></div> | |
| Engineers | 100 | ±1 | 6 | 23 | 28 | 36 | 6 | ±2 | 3.1 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 5 | 20 | 26 | 41 | 8 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 5 | 19 | 22 | 43 | 11 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Wage Leader | 100 | ±1 | 8 | 23 | 28 | 35 | 6 | ±5 | 3.1 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 9 | 19 | 25 | 38 | 9 | ±4 | 3.2 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 7 | 20 | 27 | 38 | 8 | ±1 | 3.2 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 7 | 20 | 26 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Other Than Full-Time | 98 | ±2 | 8 | 13 | 26 | 45 | 9 | ±7 | 3.3 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 7 | 20 | 26 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 7 | 18 | 26 | 41 | 7 | ±3 | 3.2 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 7 | 20 | 26 | 38 | 8 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Non-Permanent | 99 | ±1 | 6 | 14 | 25 | 45 | 10 | ±5 | 3.4 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 6 | 19 | 26 | 40 | 9 | ±1 | 3.3 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 7 | 20 | 27 | 38 | 8 | ±1 | 3.2 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**c. Your organization's efficiency and effectiveness levels**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 6 | 20 | 26 | 40 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 8 | 21 | 26 | 35 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 9 | 21 | 25 | 34 | 11 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 8 | 20 | 27 | 35 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 6 | 19 | 27 | 40 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 7 | 20 | 25 | 38 | 10 | ±1 | 3.2 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 8 | 20 | 23 | 37 | 13 | ±3 | 3.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 8 | 18 | 24 | 40 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 7 | 21 | 26 | 37 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 4 | 19 | 27 | 40 | 9 | ±3 | 3.3 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 7 | 20 | 26 | 38 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 6 | 20 | 26 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 8 | 15 | 25 | 43 | 8 | ±6 | 3.3 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 6 | 20 | 27 | 39 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 7 | 19 | 26 | 39 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 8 | 21 | 26 | 36 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 6 | 16 | 26 | 42 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 7 | 21 | 25 | 39 | 9 | ±3 | 3.2 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 7 | 20 | 27 | 38 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 7 | 20 | 27 | 38 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 7 | 20 | 25 | 38 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 6 | 16 | 29 | 40 | 9 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 7 | 19 | 27 | 40 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 7 | 21 | 26 | 39 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 7 | 20 | 26 | 37 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 5 | 16 | 23 | 44 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 7 | 21 | 26 | 38 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 6 | 18 | 27 | 41 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 7 | 21 | 26 | 38 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 7 | 16 | 27 | 41 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 6 | 15 | 27 | 42 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 8 | 17 | 26 | 38 | 11 | ±3 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 6 | 15 | 28 | 43 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 6 | 16 | 27 | 41 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 7 | 19 | 26 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 6 | 22 | 27 | 38 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 8 | 22 | 25 | 38 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**d. Your organization's system for keeping people informed**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 13 | 24 | 23 | 33 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 12 | 23 | 22 | 34 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 13 | 25 | 24 | 31 | 6 | ±2 | 2.9 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 11 | 24 | 23 | 34 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 14 | 24 | 23 | 33 | 7 | ±2 | 2.9 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 11 | 23 | 23 | 34 | 8 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 15 | 21 | 25 | 30 | 10 | ±4 | 3.0 | ±0.2 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 14 | 24 | 21 | 33 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 11 | 24 | 24 | 34 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 9 | 22 | 25 | 37 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 5 | 15 | 22 | 41 | 16 | ±8 | 3.5 | ±0.2 | <div></div> |
| Blue Collar Total | 100 | ±1 | 17 | 27 | 22 | 29 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| WG 1 to 5 | 100 | ±1 | 20 | 23 | 19 | 31 | 6 | ±6 | 2.8 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 18 | 26 | 19 | 29 | 7 | ±3 | 2.8 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 17 | 29 | 24 | 25 | 4 | ±3 | 2.7 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 11 | 26 | 23 | 33 | 6 | ±3 | 3.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 9 | 23 | 25 | 36 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 11 | 23 | 23 | 35 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 13 | 25 | 22 | 32 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 13 | 21 | 22 | 34 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 21 | 24 | 23 | 26 | 6 | ±4 | 2.7 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 16 | 27 | 22 | 29 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 12 | 24 | 27 | 32 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 10 | 23 | 28 | 35 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 10 | 22 | 23 | 38 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 9 | 19 | 21 | 41 | 10 | ±3 | 3.2 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 15 | 29 | 23 | 27 | 6 | ±5 | 2.8 | ±0.2 | <div></div> |
| Wage Supervisor | 100 | ±1 | 11 | 25 | 22 | 36 | 6 | ±4 | 3.0 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 13 | 25 | 23 | 32 | 7 | ±1 | 2.9 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 13 | 24 | 23 | 33 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 12 | 20 | 23 | 37 | 8 | ±7 | 3.1 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 13 | 24 | 23 | 33 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 12 | 22 | 24 | 36 | 7 | ±3 | 3.0 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 13 | 24 | 23 | 33 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 9 | 21 | 22 | 37 | 11 | ±5 | 3.2 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 11 | 23 | 23 | 35 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 15 | 25 | 23 | 30 | 6 | ±1 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**d. Your organization's system for keeping people informed**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 12 | 24 | 23 | 34 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 17 | 27 | 21 | 28 | 8 | ±2 | 2.8 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 18 | 26 | 21 | 27 | 8 | ±3 | 2.8 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 16 | 27 | 21 | 28 | 8 | ±2 | 2.9 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 12 | 24 | 24 | 34 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 13 | 24 | 23 | 32 | 8 | ±1 | 3.0 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 15 | 23 | 18 | 33 | 10 | ±3 | 3.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 15 | 23 | 21 | 32 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 13 | 25 | 23 | 32 | 7 | ±2 | 2.9 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 10 | 23 | 25 | 35 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 13 | 25 | 23 | 33 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 13 | 24 | 23 | 33 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 12 | 23 | 22 | 35 | 7 | ±6 | 3.0 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 12 | 23 | 24 | 34 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 12 | 24 | 22 | 34 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 14 | 26 | 23 | 30 | 6 | ±2 | 2.9 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 10 | 21 | 24 | 36 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 13 | 25 | 23 | 32 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 14 | 24 | 23 | 33 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 13 | 26 | 23 | 32 | 7 | ±2 | 2.9 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 13 | 24 | 22 | 34 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 10 | 24 | 25 | 33 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 13 | 24 | 24 | 33 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 13 | 24 | 23 | 34 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 13 | 25 | 23 | 32 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 11 | 20 | 20 | 39 | 10 | ±3 | 3.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 12 | 24 | 24 | 33 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 13 | 25 | 22 | 33 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 13 | 25 | 24 | 32 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 12 | 22 | 21 | 36 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 12 | 23 | 20 | 36 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 14 | 22 | 21 | 34 | 9 | ±3 | 3.0 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 8 | 20 | 25 | 41 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 13 | 25 | 21 | 33 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 14 | 25 | 22 | 32 | 7 | ±1 | 2.9 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 11 | 23 | 25 | 35 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 10 | 22 | 25 | 35 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**e. Your organization's culture (work ethics and values)**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 9 | 17 | 25 | 39 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 9 | 16 | 25 | 40 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 8 | 18 | 26 | 38 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 8 | 16 | 24 | 40 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 10 | 17 | 27 | 36 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 8 | 16 | 25 | 40 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 10 | 16 | 23 | 39 | 12 | ±5 | 3.3 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 10 | 16 | 26 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 8 | 17 | 27 | 38 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 7 | 15 | 23 | 43 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 3 | 7 | 12 | 44 | 33 | ±9 | 4.0 | ±0.1 | <div></div> |
| Blue Collar Total | 99 | ±1 | 11 | 19 | 27 | 35 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±2 | 11 | 21 | 25 | 36 | 7 | ±6 | 3.1 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 12 | 18 | 25 | 35 | 10 | ±3 | 3.1 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 11 | 20 | 28 | 33 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 9 | 17 | 26 | 39 | 9 | ±4 | 3.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 7 | 15 | 24 | 43 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 8 | 16 | 25 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 9 | 16 | 27 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 9 | 16 | 23 | 40 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 15 | 19 | 23 | 35 | 8 | ±4 | 3.0 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 11 | 19 | 26 | 35 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 7 | 14 | 26 | 40 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 6 | 15 | 26 | 42 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 7 | 16 | 24 | 42 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 6 | 14 | 19 | 45 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±0 | 9 | 20 | 28 | 37 | 5 | ±5 | 3.1 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 9 | 17 | 25 | 38 | 11 | ±4 | 3.2 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 9 | 17 | 26 | 38 | 10 | ±1 | 3.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 9 | 17 | 26 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 9 | 15 | 21 | 46 | 11 | ±7 | 3.4 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 9 | 17 | 25 | 39 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 8 | 15 | 25 | 40 | 11 | ±3 | 3.3 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 9 | 17 | 26 | 38 | 10 | ±1 | 3.2 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 5 | 13 | 21 | 47 | 14 | ±5 | 3.5 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 8 | 16 | 24 | 40 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 10 | 18 | 27 | 36 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**e. Your organization's culture (work ethics and values)**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 8 | 16 | 26 | 40 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 13 | 19 | 24 | 34 | 11 | ±2 | 3.1 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 14 | 18 | 24 | 33 | 11 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 12 | 19 | 24 | 34 | 10 | ±2 | 3.1 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 9 | 16 | 26 | 40 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 9 | 17 | 25 | 37 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 11 | 18 | 21 | 36 | 14 | ±3 | 3.2 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 11 | 17 | 22 | 38 | 12 | ±3 | 3.2 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 9 | 18 | 26 | 36 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 7 | 14 | 25 | 42 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 9 | 17 | 26 | 38 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 9 | 16 | 25 | 39 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Plan | 99 | ±2 | 7 | 16 | 21 | 45 | 10 | ±6 | 3.3 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 8 | 16 | 25 | 39 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 9 | 16 | 25 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 10 | 18 | 27 | 36 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 7 | 14 | 24 | 42 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 9 | 17 | 25 | 38 | 11 | ±3 | 3.2 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 9 | 17 | 26 | 39 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 9 | 18 | 26 | 37 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 8 | 16 | 25 | 38 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 6 | 16 | 28 | 38 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 9 | 16 | 25 | 40 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 9 | 17 | 26 | 39 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 9 | 17 | 25 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 6 | 14 | 21 | 43 | 15 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 8 | 16 | 25 | 39 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 9 | 17 | 26 | 38 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 8 | 16 | 25 | 39 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 10 | 17 | 25 | 38 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 10 | 18 | 24 | 38 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 12 | 15 | 24 | 37 | 12 | ±3 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 8 | 13 | 27 | 44 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 8 | 16 | 27 | 40 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 10 | 17 | 26 | 37 | 10 | ±1 | 3.2 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 8 | 16 | 26 | 40 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 8 | 16 | 23 | 41 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**f. Your organization's ability to recruit and retain people with the right skills**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 12 | 26 | 30 | 28 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 12 | 26 | 28 | 29 | 4 | ±2 | 2.9 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 13 | 27 | 30 | 26 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 11 | 24 | 31 | 29 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 14 | 26 | 30 | 27 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 12 | 26 | 30 | 28 | 5 | ±1 | 2.9 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 14 | 21 | 29 | 30 | 6 | ±4 | 2.9 | ±0.1 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 14 | 24 | 30 | 27 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 11 | 26 | 31 | 27 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 11 | 28 | 28 | 29 | 4 | ±2 | 2.9 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 12 | 25 | 14 | 35 | 14 | ±8 | 3.1 | ±0.3 | <div></div> |
| Blue Collar Total | 100 | ±1 | 15 | 27 | 28 | 26 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| WG 1 to 5 | 100 | ±1 | 13 | 26 | 29 | 27 | 4 | ±5 | 2.8 | ±0.2 | <div></div> |
| WG 6 to 9 | 100 | ±1 | 15 | 25 | 26 | 29 | 5 | ±3 | 2.8 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 17 | 27 | 29 | 24 | 3 | ±3 | 2.7 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 14 | 31 | 26 | 27 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 11 | 26 | 30 | 29 | 4 | ±2 | 2.9 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 11 | 26 | 31 | 29 | 4 | ±2 | 2.9 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 12 | 26 | 30 | 27 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Clerical | 100 | ±1 | 11 | 23 | 31 | 29 | 6 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 22 | 27 | 24 | 23 | 4 | ±4 | 2.6 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 15 | 27 | 28 | 26 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 13 | 28 | 29 | 27 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 11 | 28 | 30 | 28 | 4 | ±2 | 2.9 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 12 | 29 | 27 | 27 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 13 | 28 | 22 | 32 | 5 | ±3 | 2.9 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±0 | 16 | 32 | 27 | 23 | 2 | ±5 | 2.6 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 14 | 30 | 25 | 26 | 4 | ±4 | 2.8 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 12 | 25 | 31 | 28 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 12 | 26 | 30 | 28 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 12 | 20 | 29 | 34 | 4 | ±7 | 3.0 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 12 | 26 | 30 | 28 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 14 | 24 | 29 | 30 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 12 | 26 | 30 | 27 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 11 | 21 | 30 | 33 | 5 | ±5 | 3.0 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 12 | 25 | 29 | 29 | 5 | ±1 | 2.9 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 13 | 26 | 30 | 26 | 4 | ±1 | 2.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**f. Your organization's ability to recruit and retain people with the right skills**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 12 | 26 | 30 | 28 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 16 | 25 | 29 | 25 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 18 | 24 | 28 | 24 | 5 | ±3 | 2.7 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 15 | 25 | 30 | 25 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 12 | 26 | 30 | 28 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 14 | 26 | 29 | 27 | 4 | ±1 | 2.8 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 13 | 24 | 29 | 28 | 7 | ±3 | 2.9 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 16 | 25 | 26 | 28 | 5 | ±3 | 2.8 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 14 | 27 | 29 | 26 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 10 | 28 | 28 | 30 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 12 | 27 | 30 | 27 | 4 | ±1 | 2.8 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 12 | 25 | 30 | 28 | 5 | ±1 | 2.9 | ±0.1 | <div></div> |
| Other Plan | 100 | ±1 | 13 | 25 | 30 | 28 | 5 | ±6 | 2.9 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 12 | 26 | 30 | 28 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| Optional Eligible | 100 | ±1 | 12 | 25 | 29 | 29 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 14 | 27 | 30 | 25 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 10 | 22 | 30 | 31 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 13 | 25 | 29 | 29 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 13 | 26 | 30 | 27 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 13 | 27 | 29 | 27 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 12 | 26 | 30 | 27 | 4 | ±2 | 2.9 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 10 | 23 | 31 | 30 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 13 | 26 | 30 | 27 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 13 | 27 | 29 | 27 | 4 | ±1 | 2.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 13 | 26 | 30 | 27 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 10 | 21 | 29 | 33 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 13 | 26 | 29 | 27 | 4 | ±1 | 2.8 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 11 | 25 | 30 | 29 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 12 | 26 | 30 | 27 | 4 | ±1 | 2.9 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 13 | 25 | 29 | 29 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 12 | 25 | 30 | 29 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 14 | 25 | 27 | 29 | 5 | ±3 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 100 | ±1 | 11 | 22 | 31 | 31 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 13 | 24 | 29 | 30 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 13 | 26 | 30 | 27 | 4 | ±1 | 2.8 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 11 | 27 | 30 | 28 | 4 | ±2 | 2.9 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 11 | 26 | 28 | 30 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**g. Your organization's application of merit system principles (e.g., recruit, select, and advance on merit and fair and open competition)**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 18 | 26 | 28 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 18 | 25 | 27 | 25 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 19 | 26 | 28 | 23 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 18 | 24 | 28 | 25 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 19 | 27 | 29 | 22 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 17 | 25 | 29 | 25 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 20 | 23 | 29 | 22 | 6 | ±4 | 2.7 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 21 | 26 | 27 | 21 | 5 | ±2 | 2.6 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 17 | 26 | 30 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 13 | 23 | 30 | 30 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 7 | 11 | 15 | 43 | 24 | ±8 | 3.6 | ±0.3 | <div></div> |
| Blue Collar Total | 99 | ±1 | 24 | 28 | 24 | 20 | 3 | ±2 | 2.5 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±2 | 23 | 29 | 24 | 20 | 4 | ±5 | 2.5 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 26 | 29 | 22 | 20 | 3 | ±3 | 2.5 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 27 | 29 | 24 | 17 | 3 | ±3 | 2.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 17 | 26 | 28 | 25 | 3 | ±3 | 2.7 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 14 | 24 | 32 | 27 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 15 | 24 | 29 | 26 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 20 | 27 | 28 | 22 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 18 | 27 | 27 | 23 | 5 | ±3 | 2.7 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±0 | 26 | 25 | 24 | 21 | 3 | ±4 | 2.5 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 24 | 28 | 24 | 20 | 3 | ±2 | 2.5 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 16 | 24 | 33 | 23 | 5 | ±3 | 2.8 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 14 | 25 | 31 | 26 | 3 | ±2 | 2.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 15 | 23 | 29 | 28 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 12 | 22 | 25 | 34 | 7 | ±3 | 3.0 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 24 | 32 | 24 | 18 | 3 | ±5 | 2.4 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 16 | 25 | 28 | 27 | 3 | ±4 | 2.8 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 19 | 26 | 28 | 22 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 18 | 26 | 28 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 15 | 23 | 31 | 28 | 4 | ±6 | 2.8 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 18 | 26 | 28 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 16 | 22 | 33 | 25 | 4 | ±3 | 2.8 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 18 | 26 | 28 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 13 | 22 | 33 | 27 | 5 | ±4 | 2.9 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 16 | 24 | 29 | 26 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 21 | 27 | 28 | 21 | 3 | ±1 | 2.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?

g. Your organization's application of merit system principles (e.g., recruit, select, and advance on merit and fair and open competition)

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 17 | 25 | 29 | 25 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 25 | 26 | 26 | 19 | 4 | ±2 | 2.5 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 28 | 25 | 25 | 18 | 5 | ±3 | 2.5 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 23 | 27 | 26 | 20 | 4 | ±2 | 2.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 17 | 25 | 30 | 25 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 20 | 26 | 26 | 23 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 21 | 26 | 25 | 22 | 6 | ±3 | 2.7 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 22 | 24 | 25 | 25 | 4 | ±3 | 2.7 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 21 | 27 | 26 | 22 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 16 | 26 | 27 | 27 | 4 | ±3 | 2.8 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 19 | 26 | 27 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 18 | 25 | 28 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 17 | 24 | 32 | 24 | 4 | ±5 | 2.7 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 17 | 25 | 29 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 18 | 26 | 27 | 24 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 21 | 26 | 27 | 22 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 14 | 21 | 33 | 26 | 6 | ±2 | 2.9 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 17 | 27 | 26 | 25 | 5 | ±3 | 2.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 19 | 26 | 28 | 23 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 20 | 27 | 27 | 23 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 18 | 25 | 28 | 24 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 14 | 24 | 31 | 26 | 4 | ±3 | 2.8 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 17 | 26 | 30 | 23 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 19 | 26 | 28 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 20 | 26 | 27 | 23 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 16 | 23 | 27 | 28 | 7 | ±3 | 2.9 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 19 | 26 | 28 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 17 | 25 | 29 | 24 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 18 | 25 | 29 | 24 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 19 | 26 | 26 | 24 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 20 | 28 | 25 | 23 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 21 | 25 | 27 | 23 | 4 | ±3 | 2.7 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 13 | 21 | 31 | 30 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 18 | 26 | 27 | 24 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 20 | 27 | 27 | 22 | 4 | ±1 | 2.6 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 16 | 25 | 30 | 25 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 16 | 23 | 29 | 28 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**h. The geographic location of your worksite**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|-----|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 3 | 5 | 16 | 44 | 33 | ±1 | 4.0 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 3 | 5 | 16 | 45 | 31 | ±2 | 4.0 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 3 | 5 | 14 | 41 | 37 | ±2 | 4.0 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 2 | 5 | 18 | 45 | 31 | ±2 | 4.0 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 3 | 5 | 15 | 45 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 3 | 5 | 15 | 43 | 34 | ±1 | 4.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 3 | 3 | 20 | 48 | 27 | ±5 | 3.9 | ±0.1 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 3 | 4 | 17 | 46 | 29 | ±2 | 3.9 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 2 | 5 | 15 | 43 | 34 | ±2 | 4.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 3 | 7 | 13 | 41 | 37 | ±2 | 4.0 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 2 | 7 | 14 | 39 | 37 | ±8 | 4.0 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 2 | 4 | 17 | 47 | 30 | ±2 | 4.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 100 | ±1 | 2 | 4 | 18 | 49 | 28 | ±6 | 4.0 | ±0.1 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 2 | 4 | 18 | 45 | 31 | ±4 | 4.0 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 2 | 4 | 18 | 47 | 29 | ±3 | 4.0 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 2 | 3 | 17 | 46 | 32 | ±4 | 4.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 3 | 6 | 14 | 41 | 37 | ±2 | 4.0 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 3 | 5 | 14 | 42 | 35 | ±2 | 4.0 | ±0.1 | <div></div> |
| Technical | 100 | ±1 | 3 | 4 | 17 | 45 | 31 | ±2 | 4.0 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 3 | 5 | 18 | 46 | 29 | ±3 | 3.9 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 3 | 4 | 17 | 47 | 29 | ±4 | 4.0 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 2 | 4 | 17 | 47 | 30 | ±2 | 4.0 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 3 | 7 | 16 | 39 | 36 | ±3 | 4.0 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 2 | 6 | 15 | 41 | 36 | ±2 | 4.0 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 2 | 5 | 14 | 42 | 36 | ±2 | 4.0 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 3 | 6 | 13 | 39 | 39 | ±3 | 4.0 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 2 | 3 | 20 | 44 | 31 | ±5 | 4.0 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 2 | 4 | 16 | 49 | 30 | ±4 | 4.0 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 3 | 5 | 16 | 44 | 32 | ±1 | 4.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 3 | 5 | 16 | 44 | 33 | ±1 | 4.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 2 | 3 | 14 | 54 | 27 | ±6 | 4.0 | ±0.1 | <div></div> |
| CONUS | 100 | ±1 | 3 | 5 | 16 | 44 | 32 | ±1 | 4.0 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 2 | 3 | 14 | 43 | 38 | ±3 | 4.1 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 3 | 5 | 16 | 44 | 33 | ±1 | 4.0 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 2 | 3 | 15 | 47 | 33 | ±5 | 4.1 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 3 | 5 | 14 | 43 | 34 | ±1 | 4.0 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 3 | 4 | 17 | 45 | 31 | ±2 | 4.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**h. The geographic location of your worksite**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 3 | 5 | 15 | 44 | 33 | ±1 | 4.0 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 3 | 6 | 17 | 42 | 32 | ±2 | 4.0 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 3 | 5 | 19 | 41 | 31 | ±3 | 3.9 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 3 | 6 | 16 | 43 | 32 | ±2 | 4.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 3 | 5 | 15 | 44 | 34 | ±1 | 4.0 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 3 | 5 | 16 | 44 | 32 | ±1 | 4.0 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 3 | 5 | 15 | 43 | 34 | ±3 | 4.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 3 | 5 | 14 | 43 | 35 | ±3 | 4.0 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 3 | 5 | 16 | 45 | 31 | ±2 | 4.0 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 2 | 5 | 16 | 46 | 32 | ±3 | 4.0 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 3 | 5 | 14 | 45 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 3 | 5 | 16 | 43 | 33 | ±1 | 4.0 | ±0.1 | <div></div> |
| Other Plan | 100 | ±1 | 2 | 4 | 16 | 46 | 31 | ±6 | 4.0 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 2 | 5 | 16 | 44 | 33 | ±1 | 4.0 | ±0.1 | <div></div> |
| Optional Eligible | 100 | ±1 | 3 | 4 | 15 | 45 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 3 | 5 | 15 | 44 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 3 | 5 | 18 | 44 | 31 | ±2 | 3.9 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 3 | 5 | 18 | 43 | 32 | ±3 | 4.0 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 2 | 5 | 16 | 43 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 3 | 5 | 14 | 44 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 3 | 4 | 13 | 45 | 35 | ±2 | 4.1 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 3 | 6 | 20 | 44 | 27 | ±3 | 3.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 3 | 5 | 19 | 44 | 30 | ±2 | 3.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 3 | 5 | 15 | 44 | 33 | ±2 | 4.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 3 | 5 | 14 | 44 | 34 | ±2 | 4.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 2 | 3 | 11 | 43 | 41 | ±3 | 4.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 2 | 5 | 16 | 44 | 33 | ±1 | 4.0 | ±0.1 | <div></div> |
| Female | 100 | ±1 | 3 | 5 | 16 | 44 | 32 | ±2 | 4.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 2 | 5 | 15 | 43 | 35 | ±1 | 4.0 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 3 | 5 | 17 | 46 | 28 | ±2 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 4 | 6 | 17 | 47 | 26 | ±2 | 3.9 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 3 | 5 | 17 | 45 | 30 | ±3 | 4.0 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 2 | 4 | 17 | 49 | 29 | ±3 | 4.0 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 2 | 4 | 15 | 48 | 31 | ±2 | 4.0 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 3 | 5 | 17 | 45 | 31 | ±1 | 4.0 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 3 | 5 | 15 | 43 | 34 | ±2 | 4.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 3 | 6 | 14 | 40 | 38 | ±2 | 4.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

47. Overall, how satisfied are you with your organization?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 4 | 13 | 18 | 48 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 4 | 13 | 18 | 48 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 3 | 15 | 20 | 47 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 3 | 12 | 17 | 49 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 5 | 14 | 18 | 48 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 4 | 13 | 18 | 49 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 4 | 13 | 18 | 47 | 17 | ±5 | 3.6 | ±0.1 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 5 | 13 | 18 | 47 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 4 | 13 | 18 | 48 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 3 | 13 | 15 | 51 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 1 | 8 | 6 | 47 | 38 | ±9 | 4.1 | ±0.1 | <div></div> |
| Blue Collar Total | 100 | ±1 | 4 | 15 | 20 | 45 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 5 | 13 | 22 | 43 | 17 | ±6 | 3.6 | ±0.2 | <div></div> |
| WG 6 to 9 | 100 | ±1 | 5 | 15 | 19 | 45 | 17 | ±4 | 3.5 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 5 | 17 | 21 | 45 | 13 | ±3 | 3.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 3 | 16 | 20 | 44 | 18 | ±4 | 3.6 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 3 | 12 | 18 | 52 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 4 | 13 | 16 | 48 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| Technical | 100 | ±1 | 4 | 13 | 19 | 48 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| Clerical | 100 | ±1 | 4 | 13 | 18 | 47 | 18 | ±3 | 3.6 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 6 | 18 | 15 | 46 | 15 | ±4 | 3.5 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 4 | 15 | 20 | 45 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 3 | 16 | 16 | 51 | 14 | ±4 | 3.6 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 3 | 13 | 19 | 52 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 3 | 11 | 16 | 51 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 3 | 12 | 12 | 49 | 24 | ±3 | 3.8 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 3 | 17 | 22 | 45 | 14 | ±5 | 3.5 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 4 | 15 | 18 | 44 | 19 | ±4 | 3.6 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 4 | 14 | 19 | 48 | 16 | ±1 | 3.6 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 4 | 14 | 18 | 48 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 3 | 9 | 18 | 54 | 16 | ±7 | 3.7 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 4 | 13 | 18 | 48 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 4 | 14 | 17 | 47 | 18 | ±3 | 3.6 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 4 | 14 | 18 | 48 | 16 | ±1 | 3.6 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 3 | 8 | 17 | 51 | 21 | ±5 | 3.8 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 4 | 13 | 17 | 49 | 18 | ±1 | 3.6 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 4 | 14 | 20 | 47 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

47. Overall, how satisfied are you with your organization?

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 4 | 13 | 18 | 49 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 6 | 17 | 19 | 42 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 7 | 17 | 19 | 40 | 17 | ±3 | 3.4 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 5 | 17 | 19 | 43 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 4 | 13 | 18 | 50 | 16 | ±1 | 3.6 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 4 | 15 | 17 | 46 | 18 | ±1 | 3.6 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 5 | 14 | 16 | 43 | 21 | ±3 | 3.6 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 5 | 14 | 16 | 45 | 20 | ±3 | 3.6 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 4 | 15 | 19 | 46 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 3 | 12 | 15 | 50 | 19 | ±3 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 4 | 15 | 19 | 46 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 4 | 13 | 17 | 49 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 4 | 10 | 21 | 46 | 18 | ±6 | 3.7 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 4 | 13 | 18 | 49 | 16 | ±1 | 3.6 | ±0.1 | <div></div> |
| Optional Eligible | 100 | ±1 | 4 | 14 | 17 | 47 | 18 | ±2 | 3.6 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 5 | 15 | 19 | 46 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 3 | 9 | 17 | 51 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 3 | 13 | 18 | 50 | 16 | ±3 | 3.6 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 4 | 14 | 18 | 49 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 4 | 15 | 18 | 47 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 4 | 14 | 18 | 45 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 100 | ±1 | 3 | 11 | 21 | 50 | 15 | ±3 | 3.6 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 4 | 12 | 18 | 52 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 4 | 14 | 18 | 48 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 4 | 15 | 18 | 45 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 60 Years Old | 100 | ±1 | 2 | 12 | 15 | 45 | 25 | ±3 | 3.8 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 4 | 14 | 18 | 47 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| Female | 100 | ±1 | 4 | 13 | 18 | 49 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 4 | 14 | 17 | 49 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| Total Minority | 100 | ±1 | 4 | 13 | 20 | 46 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic Black | 100 | ±1 | 4 | 12 | 20 | 47 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 5 | 12 | 18 | 46 | 19 | ±3 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic API | 100 | ±1 | 3 | 12 | 19 | 50 | 16 | ±3 | 3.6 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 4 | 12 | 18 | 46 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 4 | 14 | 19 | 47 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 4 | 14 | 18 | 50 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 4 | 13 | 15 | 50 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**a. The recognition you receive for doing a good job**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 10 | 20 | 22 | 37 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 10 | 20 | 20 | 39 | 12 | ±2 | 3.2 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 9 | 20 | 22 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 10 | 19 | 23 | 36 | 12 | ±2 | 3.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 10 | 20 | 22 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 9 | 19 | 21 | 39 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 14 | 22 | 18 | 34 | 12 | ±4 | 3.1 | ±0.2 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 12 | 21 | 20 | 34 | 12 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 9 | 19 | 23 | 38 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 6 | 16 | 19 | 44 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| SES | 100 | ±0 | 5 | 9 | 13 | 46 | 28 | ±9 | 3.8 | ±0.1 | <div></div> |
| Blue Collar Total | 100 | ±1 | 13 | 22 | 24 | 33 | 9 | ±2 | 3.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 13 | 23 | 21 | 32 | 11 | ±5 | 3.1 | ±0.2 | <div></div> |
| WG 6 to 9 | 100 | ±1 | 16 | 23 | 19 | 32 | 10 | ±3 | 3.0 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 13 | 23 | 26 | 31 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 8 | 20 | 26 | 36 | 10 | ±4 | 3.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 7 | 18 | 23 | 42 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 8 | 18 | 20 | 40 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Technical | 100 | ±1 | 12 | 22 | 21 | 35 | 11 | ±2 | 3.1 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 12 | 21 | 19 | 34 | 14 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 14 | 20 | 24 | 31 | 10 | ±4 | 3.0 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 12 | 22 | 24 | 33 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 8 | 19 | 20 | 42 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 6 | 18 | 25 | 42 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 8 | 18 | 20 | 40 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 7 | 17 | 18 | 42 | 16 | ±3 | 3.4 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±0 | 10 | 22 | 26 | 36 | 7 | ±5 | 3.1 | ±0.2 | <div></div> |
| Wage Supervisor | 100 | ±1 | 10 | 19 | 24 | 37 | 10 | ±4 | 3.2 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 10 | 20 | 22 | 36 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 10 | 20 | 22 | 37 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 9 | 21 | 20 | 40 | 9 | ±7 | 3.2 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 10 | 20 | 22 | 37 | 12 | ±1 | 3.2 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 8 | 18 | 23 | 40 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 10 | 20 | 22 | 37 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 7 | 18 | 21 | 41 | 14 | ±5 | 3.4 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 8 | 18 | 21 | 39 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 12 | 22 | 22 | 35 | 10 | ±1 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**a. The recognition you receive for doing a good job**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 9 | 19 | 22 | 38 | 12 | ±1 | 3.2 | ±0.1 | |
| Disability | 100 | ±1 | 13 | 23 | 21 | 32 | 10 | ±2 | 3.0 | ±0.1 | |
| Targeted Disability | 100 | ±1 | 14 | 24 | 21 | 31 | 10 | ±3 | 3.0 | ±0.1 | |
| Other Disability | 99 | ±1 | 13 | 23 | 21 | 32 | 10 | ±2 | 3.0 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 9 | 20 | 21 | 39 | 11 | ±1 | 3.2 | ±0.1 | |
| Veteran | 100 | ±1 | 11 | 20 | 22 | 36 | 11 | ±1 | 3.2 | ±0.1 | |
| 10 Point 30% | 100 | ±1 | 11 | 21 | 21 | 34 | 12 | ±3 | 3.1 | ±0.1 | |
| 10 Point Non-30% | 100 | ±1 | 11 | 21 | 21 | 35 | 12 | ±3 | 3.2 | ±0.1 | |
| 5 Point | 100 | ±1 | 11 | 20 | 23 | 36 | 11 | ±2 | 3.2 | ±0.1 | |
| No Preference | 100 | ±1 | 9 | 18 | 23 | 38 | 12 | ±3 | 3.3 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 10 | 20 | 21 | 37 | 12 | ±2 | 3.2 | ±0.1 | |
| FERS | 100 | ±1 | 10 | 20 | 22 | 37 | 11 | ±1 | 3.2 | ±0.1 | |
| Other Plan | 99 | ±1 | 10 | 21 | 23 | 36 | 10 | ±6 | 3.2 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 9 | 19 | 22 | 38 | 11 | ±1 | 3.2 | ±0.1 | |
| Optional Eligible | 100 | ±1 | 10 | 20 | 22 | 36 | 11 | ±2 | 3.2 | ±0.1 | |
| Discontinued Service | 100 | ±1 | 11 | 22 | 20 | 36 | 12 | ±2 | 3.2 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 7 | 18 | 24 | 39 | 12 | ±2 | 3.3 | ±0.1 | |
| 5 to 10 Years | 100 | ±1 | 11 | 19 | 22 | 37 | 11 | ±3 | 3.2 | ±0.1 | |
| 11 to 20 Years | 100 | ±1 | 11 | 21 | 21 | 37 | 10 | ±2 | 3.1 | ±0.1 | |
| 21 to 30 Years | 100 | ±1 | 10 | 20 | 22 | 37 | 11 | ±2 | 3.2 | ±0.1 | |
| More Than 30 Years | 100 | ±1 | 9 | 19 | 22 | 37 | 13 | ±2 | 3.3 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 9 | 20 | 24 | 37 | 10 | ±3 | 3.2 | ±0.1 | |
| 31 to 40 Years Old | 100 | ±1 | 10 | 19 | 22 | 39 | 10 | ±2 | 3.2 | ±0.1 | |
| 41 to 50 Years Old | 100 | ±1 | 10 | 20 | 22 | 37 | 11 | ±2 | 3.2 | ±0.1 | |
| 51 to 60 Years Old | 100 | ±1 | 11 | 19 | 21 | 37 | 12 | ±2 | 3.2 | ±0.1 | |
| More Than 60 Years Old | 100 | ±1 | 8 | 19 | 21 | 35 | 16 | ±3 | 3.3 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 10 | 20 | 23 | 37 | 11 | ±1 | 3.2 | ±0.1 | |
| Female | 100 | ±1 | 10 | 20 | 20 | 37 | 12 | ±2 | 3.2 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 9 | 19 | 22 | 38 | 11 | ±1 | 3.2 | ±0.1 | |
| Total Minority | 100 | ±1 | 12 | 20 | 21 | 35 | 11 | ±2 | 3.1 | ±0.1 | |
| Non-Hispanic Black | 99 | ±1 | 12 | 23 | 19 | 34 | 12 | ±2 | 3.1 | ±0.1 | |
| Hispanic | 100 | ±1 | 13 | 19 | 20 | 36 | 11 | ±3 | 3.1 | ±0.1 | |
| Non-Hispanic API | 99 | ±1 | 7 | 15 | 26 | 41 | 11 | ±3 | 3.3 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 10 | 19 | 21 | 37 | 13 | ±2 | 3.2 | ±0.1 | |
| Some College | 100 | ±1 | 11 | 21 | 21 | 35 | 11 | ±1 | 3.1 | ±0.1 | |
| 4-Year Degree | 100 | ±1 | 8 | 19 | 23 | 39 | 11 | ±2 | 3.2 | ±0.1 | |
| Graduate/Professional Degree | 100 | ±1 | 8 | 17 | 21 | 43 | 11 | ±2 | 3.3 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**b. Your opportunities for training and development**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 10 | 19 | 21 | 38 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 10 | 19 | 20 | 39 | 12 | ±2 | 3.2 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 10 | 20 | 22 | 38 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 10 | 19 | 23 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 10 | 21 | 21 | 39 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 9 | 19 | 21 | 40 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 16 | 27 | 22 | 28 | 8 | ±4 | 2.9 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 14 | 23 | 21 | 34 | 9 | ±2 | 3.0 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 8 | 19 | 21 | 40 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 4 | 13 | 20 | 48 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 2 | 9 | 16 | 48 | 26 | ±8 | 3.9 | ±0.2 | <div></div> |
| Blue Collar Total | 100 | ±1 | 14 | 22 | 24 | 32 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 17 | 22 | 22 | 31 | 6 | ±6 | 2.9 | ±0.2 | <div></div> |
| WG 6 to 9 | 100 | ±1 | 17 | 24 | 21 | 31 | 8 | ±3 | 2.9 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 14 | 24 | 25 | 31 | 6 | ±3 | 2.9 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 7 | 17 | 27 | 38 | 11 | ±4 | 3.3 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 6 | 16 | 20 | 45 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 7 | 16 | 20 | 42 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 12 | 23 | 22 | 35 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Clerical | 100 | ±1 | 14 | 25 | 23 | 30 | 8 | ±3 | 2.9 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 17 | 22 | 18 | 32 | 10 | ±4 | 2.9 | ±0.2 | <div></div> |
| Blue Collar | 100 | ±1 | 13 | 22 | 24 | 33 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 7 | 15 | 22 | 44 | 13 | ±3 | 3.4 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 6 | 17 | 22 | 42 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 7 | 17 | 21 | 42 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 5 | 14 | 18 | 46 | 16 | ±3 | 3.6 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 11 | 19 | 26 | 39 | 6 | ±5 | 3.1 | ±0.2 | <div></div> |
| Wage Supervisor | 100 | ±1 | 6 | 18 | 25 | 39 | 12 | ±4 | 3.3 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 11 | 20 | 22 | 37 | 10 | ±1 | 3.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 10 | 19 | 21 | 38 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±0 | 10 | 23 | 21 | 39 | 7 | ±6 | 3.1 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 10 | 19 | 21 | 38 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 11 | 20 | 21 | 39 | 9 | ±3 | 3.2 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 10 | 19 | 22 | 38 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 10 | 23 | 20 | 36 | 11 | ±5 | 3.2 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 8 | 18 | 21 | 41 | 13 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 12 | 22 | 22 | 35 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**b. Your opportunities for training and development**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 9 | 19 | 21 | 39 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 14 | 23 | 22 | 32 | 9 | ±2 | 3.0 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 14 | 23 | 22 | 31 | 9 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 14 | 22 | 22 | 32 | 9 | ±2 | 3.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 9 | 19 | 20 | 40 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 11 | 20 | 23 | 36 | 10 | ±1 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 12 | 22 | 21 | 34 | 11 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 11 | 21 | 22 | 35 | 11 | ±3 | 3.1 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 11 | 21 | 23 | 36 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 8 | 17 | 23 | 41 | 11 | ±3 | 3.3 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 9 | 18 | 23 | 39 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 10 | 20 | 21 | 38 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Plan | 100 | ±1 | 12 | 24 | 22 | 33 | 9 | ±5 | 3.0 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 10 | 19 | 21 | 39 | 12 | ±1 | 3.2 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 9 | 19 | 23 | 38 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 11 | 20 | 21 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 9 | 19 | 20 | 39 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 12 | 22 | 19 | 36 | 11 | ±3 | 3.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 10 | 20 | 20 | 39 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 10 | 19 | 23 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 8 | 17 | 24 | 40 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 100 | ±1 | 10 | 19 | 22 | 38 | 11 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 10 | 20 | 19 | 39 | 12 | ±2 | 3.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 10 | 20 | 21 | 38 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 10 | 19 | 23 | 37 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 7 | 16 | 23 | 41 | 13 | ±3 | 3.4 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 10 | 19 | 22 | 38 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 10 | 20 | 20 | 39 | 12 | ±2 | 3.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 9 | 19 | 22 | 38 | 11 | ±1 | 3.2 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 12 | 20 | 19 | 38 | 11 | ±2 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 13 | 21 | 17 | 38 | 12 | ±2 | 3.1 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 14 | 21 | 20 | 36 | 10 | ±3 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 7 | 16 | 24 | 43 | 9 | ±3 | 3.3 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 10 | 19 | 24 | 37 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 12 | 21 | 22 | 36 | 10 | ±1 | 3.1 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 8 | 18 | 21 | 41 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 6 | 15 | 19 | 43 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**c. Your opportunities for advancement**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 20 | 27 | 25 | 23 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 21 | 27 | 24 | 24 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 19 | 28 | 25 | 24 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 21 | 27 | 23 | 23 | 5 | ±2 | 2.6 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 20 | 26 | 28 | 23 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 19 | 27 | 25 | 24 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 29 | 32 | 21 | 14 | 4 | ±5 | 2.3 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 29 | 30 | 20 | 17 | 4 | ±2 | 2.4 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 18 | 28 | 26 | 25 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 12 | 24 | 27 | 30 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 3 | 15 | 26 | 37 | 19 | ±9 | 3.5 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 24 | 27 | 24 | 21 | 4 | ±2 | 2.5 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 30 | 26 | 25 | 16 | 3 | ±5 | 2.4 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 30 | 26 | 20 | 21 | 3 | ±3 | 2.4 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 25 | 30 | 23 | 19 | 3 | ±3 | 2.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 14 | 24 | 26 | 30 | 6 | ±3 | 2.9 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 14 | 25 | 29 | 28 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 16 | 26 | 25 | 27 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 27 | 30 | 22 | 17 | 4 | ±2 | 2.4 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 29 | 34 | 19 | 15 | 4 | ±3 | 2.3 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 21 | 24 | 25 | 23 | 6 | ±4 | 2.7 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 24 | 27 | 24 | 22 | 4 | ±2 | 2.5 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 16 | 26 | 28 | 26 | 4 | ±3 | 2.8 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 15 | 26 | 28 | 26 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 16 | 26 | 24 | 28 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 13 | 21 | 25 | 32 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 20 | 26 | 26 | 23 | 4 | ±5 | 2.6 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 15 | 23 | 25 | 31 | 6 | ±4 | 2.9 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 22 | 28 | 25 | 22 | 4 | ±1 | 2.6 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 20 | 27 | 24 | 23 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 16 | 25 | 32 | 23 | 3 | ±6 | 2.7 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 21 | 27 | 24 | 23 | 5 | ±1 | 2.6 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 17 | 23 | 29 | 27 | 4 | ±3 | 2.8 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 20 | 27 | 24 | 23 | 5 | ±1 | 2.6 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 17 | 25 | 30 | 22 | 6 | ±5 | 2.8 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 18 | 26 | 25 | 26 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 23 | 29 | 24 | 20 | 4 | ±1 | 2.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**c. Your opportunities for advancement**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 19 | 27 | 25 | 24 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 29 | 27 | 23 | 18 | 4 | ±2 | 2.4 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 31 | 27 | 23 | 16 | 4 | ±3 | 2.4 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 28 | 27 | 23 | 18 | 4 | ±2 | 2.4 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 19 | 27 | 25 | 25 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 22 | 28 | 24 | 22 | 4 | ±1 | 2.6 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 25 | 27 | 23 | 19 | 6 | ±3 | 2.5 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 23 | 27 | 25 | 21 | 5 | ±3 | 2.6 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 23 | 28 | 24 | 22 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 17 | 26 | 27 | 24 | 6 | ±3 | 2.8 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 21 | 27 | 25 | 23 | 5 | ±1 | 2.6 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 20 | 27 | 24 | 24 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 20 | 28 | 28 | 20 | 3 | ±5 | 2.6 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 20 | 26 | 25 | 24 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 20 | 28 | 25 | 23 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 24 | 27 | 23 | 22 | 5 | ±2 | 2.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 14 | 23 | 29 | 27 | 7 | ±2 | 2.9 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 20 | 28 | 22 | 24 | 6 | ±2 | 2.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 22 | 28 | 23 | 23 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 22 | 28 | 24 | 22 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 21 | 26 | 27 | 22 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 15 | 24 | 28 | 27 | 6 | ±3 | 2.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 19 | 26 | 24 | 26 | 6 | ±2 | 2.7 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 21 | 28 | 23 | 23 | 5 | ±1 | 2.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 22 | 27 | 25 | 21 | 4 | ±1 | 2.6 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 19 | 25 | 27 | 24 | 5 | ±3 | 2.7 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 20 | 26 | 25 | 24 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 21 | 28 | 23 | 23 | 5 | ±2 | 2.6 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 19 | 27 | 25 | 24 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 23 | 27 | 22 | 22 | 5 | ±2 | 2.6 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 26 | 30 | 19 | 19 | 5 | ±2 | 2.5 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 23 | 27 | 21 | 24 | 4 | ±3 | 2.6 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 14 | 21 | 30 | 28 | 5 | ±3 | 2.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 20 | 26 | 24 | 25 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 23 | 29 | 23 | 21 | 5 | ±1 | 2.6 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 17 | 26 | 27 | 26 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 17 | 25 | 27 | 26 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**d. Your involvement in decisions that affect your work**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 11 | 20 | 24 | 36 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 11 | 19 | 23 | 37 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 11 | 21 | 25 | 35 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 11 | 18 | 23 | 37 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 13 | 22 | 25 | 33 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 11 | 19 | 24 | 37 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 17 | 22 | 25 | 31 | 6 | ±4 | 2.9 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 15 | 20 | 26 | 31 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 10 | 20 | 24 | 37 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 7 | 17 | 19 | 43 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 5 | 9 | 11 | 43 | 32 | ±8 | 3.9 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 14 | 22 | 25 | 32 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 19 | 19 | 27 | 29 | 6 | ±5 | 2.9 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 17 | 22 | 23 | 32 | 7 | ±3 | 2.9 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 14 | 23 | 27 | 30 | 6 | ±3 | 2.9 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 10 | 21 | 22 | 37 | 10 | ±4 | 3.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 8 | 19 | 24 | 40 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 9 | 19 | 21 | 39 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 14 | 21 | 25 | 33 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 14 | 20 | 27 | 31 | 7 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 17 | 20 | 28 | 29 | 7 | ±4 | 2.9 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 14 | 22 | 24 | 32 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 10 | 19 | 25 | 36 | 10 | ±3 | 3.2 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 6 | 17 | 26 | 41 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 9 | 18 | 19 | 42 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 7 | 15 | 16 | 44 | 19 | ±3 | 3.5 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 11 | 22 | 25 | 36 | 6 | ±5 | 3.0 | ±0.2 | <div></div> |
| Wage Supervisor | 100 | ±1 | 10 | 20 | 21 | 37 | 12 | ±4 | 3.2 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 12 | 21 | 25 | 34 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 11 | 20 | 24 | 36 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 13 | 21 | 27 | 34 | 5 | ±6 | 3.0 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 11 | 20 | 24 | 36 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 11 | 18 | 24 | 38 | 8 | ±3 | 3.2 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 11 | 20 | 24 | 36 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 11 | 18 | 29 | 34 | 8 | ±4 | 3.1 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 10 | 19 | 23 | 38 | 10 | ±1 | 3.2 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 14 | 21 | 25 | 33 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**d. Your involvement in decisions that affect your work**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 10 | 19 | 24 | 37 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 16 | 23 | 22 | 30 | 8 | ±2 | 2.9 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 17 | 23 | 23 | 30 | 7 | ±3 | 2.9 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 16 | 23 | 22 | 30 | 9 | ±2 | 2.9 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 11 | 20 | 25 | 37 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 12 | 20 | 23 | 35 | 10 | ±1 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 14 | 20 | 22 | 32 | 12 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 14 | 19 | 21 | 35 | 12 | ±3 | 3.1 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 12 | 21 | 24 | 35 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 8 | 17 | 25 | 38 | 11 | ±3 | 3.3 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 12 | 21 | 23 | 35 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 11 | 19 | 24 | 36 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Plan | 100 | ±1 | 14 | 22 | 28 | 29 | 7 | ±5 | 2.9 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 11 | 19 | 25 | 37 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 12 | 20 | 24 | 35 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 13 | 22 | 23 | 34 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 9 | 18 | 27 | 37 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 11 | 20 | 24 | 35 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 12 | 20 | 24 | 37 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 12 | 22 | 23 | 34 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 12 | 18 | 23 | 36 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 9 | 19 | 29 | 36 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 11 | 18 | 25 | 38 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 11 | 21 | 23 | 36 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 13 | 21 | 23 | 34 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 10 | 19 | 23 | 37 | 12 | ±3 | 3.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 11 | 19 | 24 | 37 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 12 | 21 | 24 | 35 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 11 | 20 | 23 | 37 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 13 | 19 | 25 | 34 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 14 | 22 | 23 | 32 | 9 | ±2 | 3.0 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 14 | 18 | 25 | 35 | 7 | ±3 | 3.0 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 7 | 14 | 30 | 41 | 7 | ±3 | 3.3 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 11 | 20 | 26 | 35 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 13 | 21 | 24 | 34 | 8 | ±1 | 3.0 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 9 | 20 | 25 | 38 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 10 | 18 | 22 | 39 | 12 | ±2 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**e. Your workload**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 7 | 14 | 26 | 46 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 7 | 14 | 26 | 46 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 6 | 15 | 27 | 45 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 7 | 14 | 26 | 46 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 7 | 15 | 27 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 7 | 15 | 26 | 45 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 10 | 10 | 29 | 43 | 8 | ±5 | 3.3 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 8 | 14 | 27 | 43 | 8 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 6 | 15 | 26 | 46 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 7 | 18 | 25 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 4 | 21 | 24 | 34 | 17 | ±9 | 3.4 | ±0.3 | <div></div> |
| Blue Collar Total | 99 | ±1 | 6 | 12 | 28 | 47 | 7 | ±2 | 3.4 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±2 | 6 | 11 | 27 | 47 | 9 | ±6 | 3.4 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 7 | 11 | 27 | 47 | 9 | ±4 | 3.4 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 6 | 11 | 30 | 47 | 6 | ±3 | 3.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 6 | 15 | 26 | 47 | 7 | ±4 | 3.3 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 6 | 17 | 26 | 46 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 7 | 16 | 24 | 47 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 8 | 14 | 26 | 44 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 9 | 12 | 29 | 42 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 6 | 11 | 31 | 44 | 9 | ±4 | 3.4 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 6 | 12 | 28 | 47 | 8 | ±2 | 3.4 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 7 | 16 | 26 | 45 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 5 | 14 | 29 | 47 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 8 | 18 | 25 | 43 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 8 | 17 | 21 | 46 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±2 | 7 | 15 | 26 | 47 | 5 | ±5 | 3.3 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 6 | 16 | 27 | 45 | 6 | ±4 | 3.3 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 7 | 13 | 27 | 46 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 7 | 14 | 26 | 46 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 6 | 11 | 28 | 47 | 8 | ±7 | 3.4 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 7 | 14 | 27 | 46 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 8 | 15 | 25 | 47 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 7 | 15 | 26 | 46 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 5 | 9 | 27 | 49 | 10 | ±5 | 3.5 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 7 | 15 | 25 | 46 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 7 | 13 | 28 | 45 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?

e. Your workload

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 6 | 14 | 26 | 46 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 9 | 14 | 28 | 42 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 9 | 13 | 28 | 42 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 9 | 15 | 28 | 42 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 7 | 15 | 26 | 46 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 7 | 14 | 27 | 45 | 8 | ±1 | 3.3 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 8 | 13 | 24 | 44 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 8 | 12 | 26 | 44 | 10 | ±3 | 3.4 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 7 | 14 | 27 | 45 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 6 | 13 | 26 | 46 | 9 | ±3 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 7 | 15 | 26 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 7 | 14 | 27 | 46 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Plan | 100 | ±1 | 6 | 12 | 27 | 47 | 7 | ±6 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 6 | 15 | 27 | 46 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 7 | 13 | 26 | 47 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 7 | 16 | 27 | 43 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 5 | 11 | 27 | 49 | 8 | ±2 | 3.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 6 | 13 | 27 | 46 | 8 | ±3 | 3.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 7 | 15 | 27 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 8 | 15 | 26 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 7 | 15 | 25 | 46 | 8 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 5 | 12 | 31 | 46 | 7 | ±3 | 3.4 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 7 | 14 | 26 | 46 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 7 | 15 | 26 | 46 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 7 | 15 | 27 | 44 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 6 | 12 | 23 | 49 | 10 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 6 | 14 | 27 | 46 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 8 | 15 | 25 | 45 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 7 | 15 | 26 | 46 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 7 | 13 | 27 | 45 | 8 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 7 | 14 | 24 | 46 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 9 | 13 | 24 | 47 | 7 | ±3 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 5 | 12 | 32 | 45 | 6 | ±3 | 3.4 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 7 | 12 | 25 | 48 | 8 | ±2 | 3.4 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 7 | 13 | 27 | 45 | 7 | ±1 | 3.3 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 6 | 16 | 27 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 7 | 17 | 24 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**f. Your physical work environment**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|----------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 96 | ±1 | 4 | 11 | 20 | 52 | 13 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| Army | 95 | ±1 | 4 | 11 | 20 | 52 | 14 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Navy | 96 | ±1 | 4 | 12 | 20 | 50 | 13 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Air Force | 95 | ±1 | 4 | 11 | 20 | 52 | 13 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 96 | ±1 | 4 | 10 | 20 | 52 | 14 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 96 | ±1 | 4 | 11 | 19 | 51 | 14 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 95 | ±2 | 5 | 12 | 20 | 51 | 12 | ±5 | 3.5 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 95 | ±1 | 5 | 10 | 21 | 50 | 14 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 96 | ±1 | 4 | 11 | 19 | 52 | 14 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 97 | ±1 | 4 | 12 | 16 | 51 | 17 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| SES | 93 | ±8 | 4 | 10 | 11 | 44 | 31 | ±8 | 3.9 | ±0.2 | <div></div> | | |
| Blue Collar Total | 95 | ±1 | 4 | 10 | 24 | 52 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 95 | ±3 | 4 | 9 | 29 | 52 | 6 | ±6 | 3.5 | ±0.1 | <div></div> | | |
| WG 6 to 9 | 95 | ±2 | 4 | 10 | 24 | 51 | 11 | ±4 | 3.5 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 95 | ±1 | 4 | 11 | 24 | 52 | 9 | ±3 | 3.5 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 95 | ±2 | 4 | 10 | 21 | 54 | 12 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 97 | ±1 | 4 | 13 | 19 | 51 | 13 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Administrative | 96 | ±1 | 4 | 11 | 17 | 52 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Technical | 95 | ±1 | 5 | 10 | 21 | 52 | 13 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Clerical | 95 | ±1 | 4 | 11 | 21 | 50 | 15 | ±3 | 3.6 | ±0.1 | <div></div> | | |
| Other White Collar | 96 | ±2 | 6 | 13 | 21 | 49 | 10 | ±5 | 3.4 | ±0.1 | <div></div> | | |
| Blue Collar | 95 | ±1 | 4 | 10 | 24 | 52 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | | |
| Scientists | 97 | ±2 | 3 | 16 | 19 | 47 | 15 | ±4 | 3.5 | ±0.1 | <div></div> | | |
| Engineers | 97 | ±1 | 4 | 11 | 21 | 53 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 96 | ±1 | 4 | 11 | 16 | 53 | 17 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Manager | 96 | ±1 | 4 | 10 | 15 | 53 | 19 | ±3 | 3.7 | ±0.1 | <div></div> | | |
| Wage Leader | 95 | ±2 | 5 | 12 | 20 | 53 | 11 | ±5 | 3.5 | ±0.1 | <div></div> | | |
| Wage Supervisor | 95 | ±2 | 3 | 11 | 21 | 53 | 12 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| All Others | 96 | ±1 | 4 | 11 | 21 | 51 | 13 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 96 | ±1 | 4 | 11 | 20 | 51 | 13 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 98 | ±2 | 4 | 9 | 19 | 57 | 11 | ±6 | 3.6 | ±0.2 | <div></div> | | |
| CONUS | 96 | ±1 | 4 | 11 | 20 | 51 | 13 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| OCONUS | 97 | ±1 | 4 | 10 | 20 | 52 | 14 | ±3 | 3.6 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 96 | ±1 | 4 | 11 | 20 | 51 | 13 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| Non-Permanent | 97 | ±2 | 3 | 9 | 22 | 54 | 13 | ±5 | 3.7 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 96 | ±1 | 4 | 11 | 18 | 52 | 15 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 95 | ±1 | 4 | 11 | 22 | 51 | 12 | ±2 | 3.5 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**f. Your physical work environment**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 96 | ±1 | 4 | 11 | 20 | 52 | 14 | ±1 | 3.6 | ±0.1 | |
| Disability | 94 | ±1 | 5 | 14 | 22 | 47 | 12 | ±2 | 3.5 | ±0.1 | |
| Targeted Disability | 94 | ±2 | 7 | 13 | 23 | 45 | 12 | ±3 | 3.4 | ±0.1 | |
| Other Disability | 95 | ±1 | 5 | 14 | 21 | 48 | 12 | ±2 | 3.5 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 96 | ±1 | 4 | 11 | 19 | 52 | 14 | ±1 | 3.6 | ±0.1 | |
| Veteran | 95 | ±1 | 4 | 11 | 21 | 51 | 13 | ±1 | 3.6 | ±0.1 | |
| 10 Point 30% | 94 | ±2 | 5 | 12 | 20 | 50 | 14 | ±3 | 3.6 | ±0.1 | |
| 10 Point Non-30% | 94 | ±2 | 5 | 13 | 19 | 49 | 14 | ±3 | 3.5 | ±0.1 | |
| 5 Point | 95 | ±1 | 4 | 11 | 21 | 51 | 13 | ±2 | 3.6 | ±0.1 | |
| No Preference | 96 | ±2 | 3 | 10 | 21 | 53 | 13 | ±3 | 3.6 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 95 | ±1 | 4 | 12 | 19 | 52 | 14 | ±2 | 3.6 | ±0.1 | |
| FERS | 96 | ±1 | 4 | 11 | 21 | 51 | 13 | ±1 | 3.6 | ±0.1 | |
| Other Plan | 96 | ±2 | 3 | 11 | 20 | 54 | 12 | ±6 | 3.6 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 96 | ±1 | 4 | 11 | 20 | 52 | 13 | ±1 | 3.6 | ±0.1 | |
| Optional Eligible | 95 | ±1 | 4 | 11 | 20 | 52 | 13 | ±2 | 3.6 | ±0.1 | |
| Discontinued Service | 96 | ±1 | 4 | 13 | 19 | 50 | 14 | ±2 | 3.6 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 4 | 11 | 22 | 52 | 12 | ±2 | 3.6 | ±0.1 | |
| 5 to 10 Years | 95 | ±1 | 5 | 11 | 21 | 50 | 13 | ±3 | 3.6 | ±0.1 | |
| 11 to 20 Years | 96 | ±1 | 4 | 11 | 20 | 52 | 13 | ±2 | 3.6 | ±0.1 | |
| 21 to 30 Years | 95 | ±1 | 4 | 12 | 19 | 51 | 13 | ±2 | 3.6 | ±0.1 | |
| More Than 30 Years | 95 | ±1 | 4 | 12 | 17 | 50 | 17 | ±2 | 3.6 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 4 | 11 | 24 | 51 | 10 | ±3 | 3.5 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 4 | 10 | 22 | 52 | 12 | ±2 | 3.6 | ±0.1 | |
| 41 to 50 Years Old | 96 | ±1 | 4 | 11 | 20 | 52 | 13 | ±2 | 3.6 | ±0.1 | |
| 51 to 60 Years Old | 94 | ±1 | 4 | 12 | 19 | 51 | 15 | ±2 | 3.6 | ±0.1 | |
| More Than 60 Years Old | 94 | ±2 | 4 | 9 | 17 | 52 | 19 | ±3 | 3.7 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 95 | ±1 | 4 | 11 | 21 | 52 | 13 | ±1 | 3.6 | ±0.1 | |
| Female | 96 | ±1 | 4 | 11 | 19 | 50 | 15 | ±2 | 3.6 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 96 | ±1 | 4 | 12 | 20 | 51 | 14 | ±1 | 3.6 | ±0.1 | |
| Total Minority | 95 | ±1 | 4 | 10 | 21 | 52 | 12 | ±2 | 3.6 | ±0.1 | |
| Non-Hispanic Black | 94 | ±1 | 4 | 10 | 20 | 52 | 14 | ±3 | 3.6 | ±0.1 | |
| Hispanic | 96 | ±2 | 4 | 10 | 21 | 53 | 12 | ±3 | 3.6 | ±0.1 | |
| Non-Hispanic API | 96 | ±2 | 4 | 10 | 23 | 54 | 10 | ±4 | 3.6 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 95 | ±1 | 3 | 10 | 21 | 53 | 13 | ±2 | 3.6 | ±0.1 | |
| Some College | 95 | ±1 | 4 | 10 | 21 | 52 | 13 | ±2 | 3.6 | ±0.1 | |
| 4-Year Degree | 96 | ±1 | 4 | 12 | 20 | 51 | 13 | ±2 | 3.6 | ±0.1 | |
| Graduate/Professional Degree | 97 | ±1 | 4 | 13 | 18 | 50 | 15 | ±2 | 3.6 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**g. Your social work environment (e.g., relationship with coworkers, team members, supervisor)**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 4 | 9 | 19 | 51 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 3 | 9 | 19 | 51 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 3 | 8 | 19 | 51 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 4 | 8 | 19 | 51 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 4 | 9 | 19 | 50 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 3 | 8 | 19 | 51 | 19 | ±1 | 3.7 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 6 | 10 | 20 | 47 | 18 | ±5 | 3.6 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 5 | 10 | 20 | 47 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 3 | 8 | 19 | 52 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 2 | 6 | 17 | 53 | 22 | ±2 | 3.9 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 1 | 2 | 11 | 49 | 36 | ±8 | 4.2 | ±0.1 | <div></div> |
| Blue Collar Total | 99 | ±1 | 4 | 11 | 21 | 50 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 4 | 11 | 25 | 47 | 13 | ±6 | 3.5 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 5 | 11 | 22 | 46 | 15 | ±4 | 3.5 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 4 | 11 | 23 | 50 | 12 | ±3 | 3.5 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 3 | 10 | 17 | 55 | 15 | ±4 | 3.7 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 2 | 7 | 18 | 53 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 3 | 8 | 18 | 53 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 5 | 9 | 20 | 49 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 4 | 9 | 20 | 47 | 20 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 5 | 12 | 20 | 47 | 16 | ±4 | 3.6 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 4 | 11 | 21 | 50 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 3 | 7 | 21 | 48 | 21 | ±4 | 3.8 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 2 | 6 | 20 | 54 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 3 | 7 | 17 | 54 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 2 | 6 | 16 | 53 | 24 | ±3 | 3.9 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 4 | 10 | 20 | 55 | 11 | ±5 | 3.6 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 2 | 10 | 18 | 55 | 15 | ±4 | 3.7 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 4 | 9 | 20 | 50 | 17 | ±1 | 3.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 3 | 9 | 19 | 51 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 5 | 9 | 18 | 54 | 14 | ±6 | 3.6 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 3 | 9 | 19 | 51 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 4 | 8 | 20 | 50 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 4 | 9 | 19 | 51 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 3 | 8 | 19 | 51 | 19 | ±5 | 3.8 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 3 | 8 | 18 | 52 | 19 | ±1 | 3.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 4 | 10 | 21 | 49 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**g. Your social work environment (e.g., relationship with coworkers, team members, supervisor)**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 3 | 8 | 19 | 52 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 5 | 11 | 21 | 47 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 5 | 12 | 21 | 45 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 5 | 11 | 21 | 48 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 3 | 8 | 19 | 52 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 4 | 9 | 20 | 50 | 17 | ±1 | 3.7 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 4 | 10 | 18 | 49 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 5 | 9 | 20 | 48 | 19 | ±3 | 3.7 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 4 | 9 | 21 | 50 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 3 | 8 | 20 | 51 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 3 | 8 | 19 | 51 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 4 | 9 | 19 | 51 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 4 | 11 | 19 | 51 | 16 | ±6 | 3.6 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 3 | 8 | 19 | 51 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 4 | 9 | 19 | 51 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 3 | 10 | 20 | 50 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 4 | 8 | 19 | 51 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 5 | 9 | 19 | 50 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 4 | 9 | 19 | 52 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 3 | 9 | 20 | 51 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 3 | 8 | 18 | 50 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 3 | 9 | 21 | 49 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 4 | 8 | 18 | 53 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 3 | 9 | 20 | 51 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 3 | 9 | 19 | 51 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 3 | 7 | 17 | 49 | 24 | ±3 | 3.9 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 3 | 8 | 20 | 51 | 17 | ±1 | 3.7 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 4 | 9 | 18 | 50 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 3 | 9 | 19 | 51 | 18 | ±1 | 3.7 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 4 | 8 | 20 | 51 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 4 | 8 | 19 | 52 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 5 | 9 | 20 | 48 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 4 | 7 | 22 | 53 | 14 | ±3 | 3.7 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 4 | 9 | 20 | 50 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 4 | 9 | 19 | 50 | 17 | ±1 | 3.7 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 3 | 8 | 19 | 52 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 3 | 7 | 18 | 53 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

49. Overall, how satisfied are you with your job?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 3 | 10 | 15 | 52 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 3 | 10 | 14 | 52 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 2 | 10 | 16 | 53 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 2 | 9 | 15 | 52 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 3 | 10 | 15 | 52 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 3 | 10 | 14 | 52 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 4 | 12 | 16 | 49 | 18 | ±5 | 3.7 | ±0.1 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 4 | 10 | 17 | 49 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 2 | 10 | 14 | 53 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 2 | 9 | 13 | 54 | 22 | ±2 | 3.9 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 1 | 7 | 5 | 42 | 45 | ±8 | 4.2 | ±0.2 | <div></div> |
| Blue Collar Total | 100 | ±1 | 3 | 9 | 16 | 51 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| WG 1 to 5 | 100 | ±1 | 3 | 8 | 17 | 49 | 22 | ±6 | 3.8 | ±0.1 | <div></div> |
| WG 6 to 9 | 100 | ±1 | 3 | 10 | 14 | 49 | 24 | ±4 | 3.8 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 2 | 10 | 17 | 51 | 20 | ±3 | 3.8 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 2 | 8 | 16 | 52 | 22 | ±4 | 3.8 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 2 | 10 | 13 | 57 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 2 | 9 | 13 | 52 | 23 | ±2 | 3.9 | ±0.1 | <div></div> |
| Technical | 100 | ±1 | 3 | 10 | 17 | 50 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| Clerical | 100 | ±1 | 3 | 11 | 17 | 49 | 20 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 4 | 12 | 13 | 51 | 20 | ±4 | 3.7 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 2 | 9 | 16 | 51 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 1 | 13 | 12 | 55 | 18 | ±4 | 3.8 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 2 | 9 | 15 | 57 | 17 | ±2 | 3.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 2 | 8 | 12 | 54 | 24 | ±2 | 3.9 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 2 | 8 | 10 | 50 | 30 | ±3 | 4.0 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±0 | 2 | 7 | 17 | 54 | 19 | ±5 | 3.8 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 2 | 9 | 14 | 54 | 21 | ±4 | 3.8 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 3 | 10 | 15 | 52 | 20 | ±1 | 3.8 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 3 | 10 | 15 | 52 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±0 | 3 | 9 | 16 | 56 | 16 | ±7 | 3.7 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 3 | 10 | 15 | 52 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 3 | 10 | 14 | 52 | 21 | ±3 | 3.8 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 3 | 10 | 15 | 52 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 3 | 6 | 14 | 54 | 23 | ±5 | 3.9 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 2 | 9 | 14 | 53 | 22 | ±1 | 3.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 3 | 10 | 16 | 51 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

49. Overall, how satisfied are you with your job?

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 2 | 9 | 15 | 53 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 3 | 12 | 16 | 48 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 4 | 13 | 16 | 45 | 22 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 3 | 12 | 15 | 49 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 2 | 10 | 15 | 53 | 20 | ±1 | 3.8 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 3 | 10 | 15 | 50 | 23 | ±1 | 3.8 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 3 | 11 | 11 | 48 | 27 | ±3 | 3.8 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±0 | 3 | 10 | 14 | 48 | 25 | ±3 | 3.8 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 3 | 10 | 16 | 51 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 2 | 8 | 13 | 52 | 25 | ±3 | 3.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 3 | 10 | 15 | 51 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 2 | 9 | 14 | 53 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| Other Plan | 100 | ±1 | 3 | 9 | 19 | 50 | 20 | ±6 | 3.7 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 2 | 10 | 14 | 53 | 20 | ±1 | 3.8 | ±0.1 | <div></div> |
| Optional Eligible | 100 | ±1 | 2 | 9 | 15 | 51 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 3 | 11 | 16 | 51 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 3 | 8 | 14 | 53 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 2 | 9 | 15 | 54 | 20 | ±3 | 3.8 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 3 | 10 | 15 | 52 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 3 | 10 | 15 | 52 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 3 | 9 | 14 | 50 | 24 | ±2 | 3.9 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 100 | ±1 | 2 | 9 | 18 | 54 | 17 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 3 | 9 | 15 | 55 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 2 | 10 | 15 | 52 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 3 | 10 | 15 | 50 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| More Than 60 Years Old | 100 | ±1 | 1 | 6 | 12 | 48 | 33 | ±3 | 4.0 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 2 | 9 | 15 | 52 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| Female | 100 | ±1 | 3 | 10 | 15 | 52 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 2 | 10 | 14 | 52 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| Total Minority | 100 | ±1 | 3 | 8 | 16 | 52 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| Non-Hispanic Black | 100 | ±1 | 3 | 8 | 16 | 51 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 3 | 8 | 14 | 52 | 23 | ±3 | 3.8 | ±0.1 | <div></div> |
| Non-Hispanic API | 100 | ±1 | 2 | 7 | 18 | 55 | 18 | ±3 | 3.8 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 2 | 8 | 14 | 50 | 26 | ±2 | 3.9 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 3 | 9 | 16 | 51 | 22 | ±1 | 3.8 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 2 | 11 | 15 | 54 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 3 | 11 | 12 | 53 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**a. Basic pay**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 6 | 18 | 16 | 47 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 6 | 18 | 16 | 47 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 5 | 19 | 16 | 48 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 6 | 18 | 17 | 46 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 6 | 17 | 16 | 47 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 6 | 18 | 16 | 48 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 11 | 24 | 20 | 37 | 7 | ±5 | 3.0 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 11 | 25 | 17 | 40 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 4 | 16 | 16 | 51 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 3 | 14 | 13 | 52 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| SES | 100 | ±0 | 6 | 22 | 12 | 39 | 21 | ±8 | 3.5 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 6 | 19 | 18 | 44 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 6 | 18 | 18 | 46 | 12 | ±6 | 3.4 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 6 | 20 | 17 | 42 | 15 | ±4 | 3.4 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 7 | 19 | 20 | 43 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 5 | 20 | 17 | 46 | 13 | ±4 | 3.4 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 5 | 17 | 15 | 49 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 3 | 13 | 14 | 52 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 9 | 23 | 17 | 42 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Clerical | 100 | ±1 | 10 | 24 | 19 | 40 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 11 | 25 | 17 | 38 | 8 | ±4 | 3.1 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 6 | 19 | 18 | 44 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 5 | 17 | 14 | 49 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 4 | 19 | 17 | 49 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 5 | 17 | 15 | 47 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 5 | 17 | 13 | 48 | 17 | ±3 | 3.5 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 6 | 23 | 20 | 42 | 9 | ±5 | 3.3 | ±0.2 | <div></div> |
| Wage Supervisor | 100 | ±1 | 6 | 20 | 16 | 45 | 13 | ±4 | 3.4 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 6 | 18 | 17 | 47 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 6 | 18 | 16 | 47 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 7 | 10 | 22 | 47 | 13 | ±6 | 3.5 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 6 | 18 | 16 | 47 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 6 | 16 | 17 | 48 | 13 | ±3 | 3.5 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 6 | 18 | 16 | 47 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Non-Permanent | 100 | ±1 | 6 | 14 | 21 | 45 | 14 | ±5 | 3.5 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 5 | 17 | 16 | 49 | 14 | ±1 | 3.5 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 7 | 20 | 17 | 45 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**a. Basic pay**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 6 | 18 | 16 | 48 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 7 | 21 | 18 | 43 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 7 | 21 | 19 | 40 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 7 | 20 | 17 | 44 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 6 | 17 | 16 | 48 | 13 | ±1 | 3.5 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 6 | 20 | 17 | 45 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 7 | 20 | 17 | 44 | 13 | ±3 | 3.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 6 | 19 | 18 | 45 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 6 | 20 | 17 | 45 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 6 | 20 | 14 | 46 | 13 | ±3 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 5 | 17 | 16 | 48 | 13 | ±2 | 3.5 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 6 | 19 | 16 | 46 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 7 | 15 | 22 | 44 | 13 | ±6 | 3.4 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 6 | 18 | 16 | 48 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 6 | 19 | 16 | 46 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 6 | 18 | 16 | 46 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 6 | 18 | 18 | 46 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 7 | 18 | 18 | 45 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 6 | 19 | 15 | 47 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 6 | 18 | 16 | 48 | 13 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 4 | 17 | 15 | 48 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 7 | 18 | 19 | 43 | 11 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 6 | 19 | 17 | 47 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 6 | 19 | 16 | 47 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 5 | 18 | 16 | 47 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 5 | 16 | 15 | 48 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 6 | 19 | 17 | 46 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| Female | 100 | ±1 | 6 | 17 | 15 | 49 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 5 | 18 | 16 | 48 | 14 | ±1 | 3.5 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 8 | 19 | 18 | 44 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 9 | 22 | 16 | 42 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 7 | 17 | 18 | 45 | 13 | ±3 | 3.4 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 5 | 16 | 21 | 47 | 11 | ±3 | 3.4 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 6 | 17 | 17 | 47 | 13 | ±2 | 3.5 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 7 | 19 | 17 | 46 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 5 | 18 | 16 | 48 | 13 | ±2 | 3.5 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 5 | 16 | 15 | 48 | 16 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**b. Locality pay**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied
6. Does not apply

| | Percent Responding | | Percentages | | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 7 | 15 | 18 | 40 | 11 | 10 | ±1 | 3.4 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 7 | 15 | 18 | 41 | 10 | 9 | ±2 | 3.4 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 6 | 15 | 17 | 40 | 12 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 7 | 17 | 18 | 38 | 10 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 7 | 14 | 18 | 40 | 12 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 6 | 15 | 17 | 44 | 13 | 5 | ±1 | 3.4 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 8 | 19 | 24 | 35 | 7 | 8 | ±5 | 3.2 | ±0.1 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 9 | 19 | 20 | 40 | 7 | 3 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 5 | 14 | 17 | 46 | 13 | 5 | ±2 | 3.5 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 5 | 12 | 14 | 48 | 19 | 3 | ±2 | 3.7 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 3 | 15 | 12 | 46 | 21 | 2 | ±8 | 3.7 | ±0.2 | <div></div> |
| Blue Collar Total | 97 | ±1 | 10 | 16 | 18 | 23 | 5 | 27 | ±2 | 3.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 97 | ±2 | 8 | 14 | 19 | 31 | 6 | 22 | ±5 | 3.2 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±1 | 9 | 17 | 18 | 26 | 7 | 22 | ±3 | 3.1 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 12 | 16 | 19 | 22 | 4 | 27 | ±3 | 2.9 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 97 | ±2 | 9 | 17 | 16 | 19 | 3 | 35 | ±4 | 2.9 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 5 | 12 | 17 | 46 | 14 | 5 | ±2 | 3.5 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 5 | 13 | 15 | 47 | 15 | 5 | ±2 | 3.6 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 8 | 18 | 20 | 41 | 9 | 4 | ±2 | 3.3 | ±0.1 | <div></div> |
| Clerical | 98 | ±1 | 8 | 19 | 22 | 39 | 8 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±1 | 9 | 20 | 23 | 35 | 8 | 5 | ±4 | 3.1 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 10 | 16 | 18 | 24 | 5 | 27 | ±2 | 3.0 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 5 | 9 | 18 | 49 | 16 | 3 | ±4 | 3.6 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 5 | 13 | 19 | 46 | 13 | 4 | ±2 | 3.5 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 6 | 15 | 16 | 41 | 14 | 7 | ±2 | 3.5 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 6 | 16 | 14 | 42 | 16 | 6 | ±3 | 3.5 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 11 | 19 | 15 | 26 | 6 | 22 | ±5 | 3.0 | ±0.2 | <div></div> |
| Wage Supervisor | 97 | ±2 | 9 | 17 | 16 | 21 | 5 | 31 | ±4 | 3.0 | ±0.2 | <div></div> |
| All Others | 98 | ±1 | 7 | 15 | 18 | 40 | 11 | 9 | ±1 | 3.4 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 7 | 15 | 18 | 40 | 11 | 9 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 7 | 10 | 19 | 34 | 9 | 21 | ±6 | 3.4 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 7 | 15 | 18 | 41 | 11 | 8 | ±1 | 3.4 | ±0.1 | <div></div> |
| OCONUS | 97 | ±1 | 9 | 14 | 14 | 25 | 8 | 30 | ±3 | 3.1 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 7 | 15 | 17 | 40 | 11 | 9 | ±1 | 3.4 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 5 | 11 | 21 | 35 | 8 | 19 | ±4 | 3.4 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 6 | 14 | 16 | 42 | 12 | 9 | ±1 | 3.4 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 8 | 16 | 19 | 37 | 9 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**b. Locality pay**

| Percent Responding | | | Percentages | | | | | | Max ME | Average Satisfaction | | |
|------------------------------|----|----|-------------|----|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| DISABILITY | | | | | | | | | | | | |
| No Disability | 98 | ±1 | 7 | 15 | 17 | 40 | 11 | 10 | ±1 | 3.4 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 9 | 17 | 19 | 36 | 10 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±1 | 9 | 17 | 21 | 36 | 8 | 9 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 9 | 18 | 18 | 36 | 10 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 6 | 14 | 18 | 43 | 12 | 8 | ±1 | 3.4 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 8 | 17 | 18 | 36 | 10 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 8 | 18 | 18 | 36 | 10 | 10 | ±3 | 3.2 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 8 | 16 | 19 | 38 | 10 | 9 | ±3 | 3.3 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 8 | 17 | 17 | 36 | 10 | 12 | ±2 | 3.2 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 7 | 16 | 17 | 37 | 10 | 13 | ±3 | 3.3 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | | |
| CSRS | 98 | ±1 | 7 | 14 | 17 | 42 | 12 | 9 | ±2 | 3.4 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 7 | 16 | 18 | 39 | 11 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 7 | 12 | 20 | 34 | 7 | 19 | ±5 | 3.3 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 6 | 15 | 18 | 40 | 11 | 10 | ±1 | 3.4 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 7 | 16 | 18 | 40 | 10 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 8 | 16 | 17 | 38 | 12 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 6 | 13 | 20 | 37 | 9 | 14 | ±2 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 8 | 15 | 20 | 37 | 9 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 7 | 17 | 17 | 40 | 11 | 8 | ±2 | 3.3 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 7 | 15 | 17 | 41 | 12 | 9 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 5 | 13 | 16 | 42 | 13 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 7 | 13 | 23 | 36 | 9 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 8 | 16 | 18 | 38 | 9 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 7 | 16 | 17 | 40 | 11 | 9 | ±2 | 3.4 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 6 | 15 | 17 | 41 | 12 | 9 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 5 | 14 | 15 | 44 | 15 | 7 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | | |
| Male | 98 | ±1 | 7 | 16 | 18 | 37 | 10 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 6 | 14 | 17 | 44 | 13 | 6 | ±2 | 3.5 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 6 | 14 | 17 | 41 | 12 | 9 | ±1 | 3.4 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 8 | 18 | 18 | 36 | 9 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 9 | 20 | 18 | 38 | 8 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 8 | 17 | 18 | 37 | 11 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 6 | 14 | 18 | 35 | 8 | 19 | ±3 | 3.3 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | | |
| No College | 98 | ±1 | 7 | 16 | 18 | 37 | 9 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 8 | 16 | 18 | 37 | 9 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 6 | 14 | 18 | 44 | 12 | 7 | ±2 | 3.5 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 5 | 13 | 15 | 45 | 17 | 5 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**c. Special pays (e.g., incentives, bonuses, etc.)**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied
6. Does not apply

| | Percent Responding | | Percentages | | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 12 | 23 | 21 | 26 | 8 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 13 | 22 | 22 | 26 | 8 | 9 | ±2 | 2.9 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 12 | 25 | 22 | 26 | 8 | 8 | ±2 | 2.9 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 11 | 23 | 21 | 26 | 8 | 11 | ±2 | 3.0 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 13 | 23 | 21 | 25 | 8 | 10 | ±2 | 2.9 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 12 | 23 | 22 | 26 | 9 | 9 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 16 | 22 | 20 | 25 | 8 | 9 | ±4 | 2.9 | ±0.2 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 17 | 25 | 21 | 23 | 7 | 7 | ±2 | 2.8 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 10 | 23 | 23 | 27 | 9 | 8 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 9 | 23 | 21 | 27 | 11 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 6 | 21 | 16 | 26 | 15 | 16 | ±9 | 3.3 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 15 | 23 | 20 | 24 | 6 | 11 | ±2 | 2.8 | ±0.1 | <div></div> |
| WG 1 to 5 | 97 | ±2 | 13 | 21 | 21 | 27 | 7 | 11 | ±5 | 2.9 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 16 | 21 | 18 | 24 | 9 | 12 | ±3 | 2.9 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 17 | 25 | 22 | 23 | 5 | 9 | ±2 | 2.7 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 11 | 25 | 21 | 27 | 6 | 11 | ±3 | 2.9 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 10 | 24 | 23 | 26 | 7 | 10 | ±2 | 3.0 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 9 | 21 | 21 | 28 | 11 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 16 | 25 | 21 | 24 | 7 | 8 | ±2 | 2.8 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 15 | 24 | 22 | 25 | 8 | 7 | ±3 | 2.9 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 18 | 24 | 22 | 25 | 6 | 5 | ±4 | 2.8 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 15 | 23 | 20 | 25 | 6 | 11 | ±2 | 2.8 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 9 | 21 | 26 | 27 | 10 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 10 | 25 | 24 | 27 | 7 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 11 | 22 | 21 | 26 | 10 | 10 | ±2 | 3.0 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 12 | 21 | 18 | 27 | 10 | 12 | ±3 | 3.0 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 16 | 26 | 19 | 24 | 7 | 7 | ±5 | 2.8 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 11 | 23 | 21 | 27 | 7 | 11 | ±4 | 2.9 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 13 | 23 | 22 | 26 | 8 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 12 | 23 | 22 | 26 | 8 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±2 | 12 | 17 | 20 | 26 | 8 | 17 | ±6 | 3.0 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 12 | 23 | 21 | 26 | 8 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 12 | 19 | 22 | 25 | 7 | 15 | ±3 | 2.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 13 | 24 | 21 | 26 | 8 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 8 | 14 | 24 | 25 | 8 | 20 | ±4 | 3.1 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 11 | 22 | 21 | 27 | 9 | 10 | ±1 | 3.0 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 14 | 24 | 22 | 24 | 7 | 9 | ±1 | 2.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**c. Special pays (e.g., incentives, bonuses, etc.)**

| Percent Responding | | | Percentages | | | | | | Max ME | Average Satisfaction | | |
|------------------------------|----|----|-------------|----|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| DISABILITY | | | | | | | | | | | | |
| No Disability | 99 | ±1 | 12 | 23 | 22 | 26 | 8 | 9 | ±1 | 3.0 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 16 | 24 | 21 | 22 | 7 | 9 | ±2 | 2.8 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 18 | 24 | 21 | 22 | 6 | 8 | ±3 | 2.7 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 15 | 24 | 21 | 22 | 7 | 10 | ±2 | 2.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 12 | 24 | 21 | 27 | 8 | 8 | ±1 | 3.0 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 13 | 22 | 22 | 24 | 8 | 11 | ±1 | 2.9 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 14 | 22 | 21 | 23 | 7 | 13 | ±3 | 2.9 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 13 | 20 | 23 | 25 | 7 | 11 | ±3 | 2.9 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 13 | 23 | 22 | 25 | 8 | 10 | ±2 | 2.9 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 12 | 23 | 21 | 23 | 7 | 13 | ±3 | 2.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | | |
| CSRS | 99 | ±1 | 12 | 24 | 21 | 27 | 8 | 8 | ±1 | 3.0 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 13 | 23 | 22 | 25 | 8 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 11 | 17 | 22 | 24 | 7 | 19 | ±5 | 3.0 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 12 | 23 | 22 | 25 | 8 | 10 | ±1 | 3.0 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 13 | 23 | 21 | 26 | 8 | 9 | ±2 | 2.9 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 14 | 25 | 20 | 25 | 9 | 7 | ±2 | 2.9 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 10 | 19 | 24 | 25 | 8 | 14 | ±2 | 3.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 14 | 22 | 22 | 25 | 7 | 10 | ±2 | 2.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 14 | 25 | 20 | 25 | 8 | 7 | ±2 | 2.9 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 12 | 24 | 22 | 26 | 8 | 8 | ±1 | 2.9 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 11 | 22 | 20 | 27 | 9 | 11 | ±2 | 3.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 12 | 22 | 23 | 24 | 7 | 12 | ±3 | 2.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 13 | 24 | 21 | 25 | 8 | 10 | ±2 | 2.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 12 | 24 | 22 | 25 | 8 | 8 | ±1 | 2.9 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 13 | 23 | 21 | 27 | 8 | 9 | ±1 | 3.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 11 | 21 | 20 | 28 | 10 | 10 | ±3 | 3.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | | |
| Male | 99 | ±1 | 12 | 23 | 22 | 26 | 8 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 12 | 24 | 20 | 26 | 9 | 9 | ±2 | 2.9 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 12 | 23 | 22 | 26 | 8 | 9 | ±1 | 3.0 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 14 | 24 | 21 | 24 | 7 | 10 | ±2 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 14 | 26 | 19 | 25 | 7 | 9 | ±2 | 2.8 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 15 | 22 | 21 | 25 | 8 | 9 | ±3 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 9 | 20 | 25 | 26 | 7 | 13 | ±3 | 3.0 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | | |
| No College | 99 | ±1 | 12 | 23 | 20 | 28 | 9 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 14 | 23 | 21 | 25 | 8 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 11 | 24 | 22 | 26 | 8 | 9 | ±2 | 3.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 10 | 22 | 23 | 25 | 9 | 12 | ±2 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**d. Cost of living increases**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied3. Neither satisfied nor dissatisfied
6. Does not apply

| | Percent Responding | | Percentages | | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 11 | 26 | 21 | 32 | 7 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 10 | 26 | 21 | 33 | 7 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 10 | 26 | 22 | 31 | 7 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 12 | 27 | 21 | 31 | 7 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 11 | 25 | 20 | 33 | 7 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 9 | 26 | 21 | 34 | 7 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 10 | 24 | 22 | 31 | 6 | 7 | ±5 | 3.0 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 14 | 29 | 21 | 28 | 5 | 2 | ±2 | 2.8 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 9 | 27 | 22 | 34 | 7 | 2 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 6 | 24 | 20 | 38 | 10 | 2 | ±2 | 3.2 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 5 | 25 | 23 | 29 | 11 | NR | ±8 | 3.2 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 16 | 28 | 19 | 26 | 6 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 14 | 21 | 20 | 30 | 7 | 9 | ±5 | 2.9 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 15 | 28 | 18 | 27 | 8 | 5 | ±3 | 2.8 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 18 | 29 | 19 | 26 | 5 | 4 | ±3 | 2.7 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 15 | 30 | 21 | 24 | 6 | 5 | ±3 | 2.7 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 7 | 23 | 22 | 37 | 8 | 3 | ±2 | 3.2 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 8 | 26 | 20 | 35 | 8 | 2 | ±2 | 3.1 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 13 | 29 | 21 | 29 | 6 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 12 | 28 | 22 | 29 | 5 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 14 | 28 | 23 | 27 | 6 | 2 | ±4 | 2.8 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 16 | 28 | 19 | 26 | 6 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 6 | 19 | 24 | 41 | 8 | 2 | ±3 | 3.3 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 7 | 24 | 25 | 35 | 7 | 2 | ±2 | 3.1 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 9 | 25 | 20 | 34 | 9 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 11 | 27 | 17 | 34 | 9 | 2 | ±3 | 3.0 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 16 | 30 | 22 | 22 | 6 | 3 | ±5 | 2.7 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 13 | 30 | 21 | 26 | 6 | 4 | ±4 | 2.8 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 11 | 26 | 21 | 32 | 6 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 11 | 27 | 21 | 32 | 7 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 9 | 16 | 22 | 30 | 5 | 17 | ±6 | 3.1 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 11 | 27 | 21 | 32 | 7 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| OCONUS | 99 | ±1 | 11 | 22 | 18 | 30 | 7 | 11 | ±3 | 3.0 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 11 | 27 | 21 | 32 | 7 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 8 | 17 | 24 | 33 | 6 | 12 | ±4 | 3.2 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 9 | 25 | 21 | 34 | 8 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 13 | 27 | 21 | 30 | 6 | 3 | ±1 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**d. Cost of living increases**

| Percent Responding | | | Percentages | | | | | | Max ME | Average Satisfaction | | |
|------------------------------|-----|----|-------------|----|----|----|---|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| DISABILITY | | | | | | | | | | | | |
| No Disability | 99 | ±1 | 10 | 26 | 21 | 33 | 7 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 15 | 30 | 21 | 26 | 6 | 3 | ±2 | 2.8 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 15 | 29 | 22 | 26 | 6 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 15 | 30 | 21 | 25 | 6 | 3 | ±2 | 2.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 9 | 25 | 21 | 35 | 7 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 13 | 28 | 21 | 28 | 6 | 3 | ±1 | 2.9 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 13 | 28 | 22 | 26 | 7 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 13 | 29 | 20 | 28 | 6 | 3 | ±3 | 2.8 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 13 | 29 | 21 | 28 | 7 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 12 | 25 | 22 | 33 | 6 | 3 | ±3 | 3.0 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | | |
| CSRS | 99 | ±1 | 12 | 28 | 19 | 31 | 7 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 10 | 26 | 22 | 33 | 7 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 8 | 22 | 23 | 29 | 5 | 13 | ±5 | 3.0 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 9 | 26 | 21 | 33 | 7 | 4 | ±1 | 3.0 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 12 | 26 | 21 | 31 | 7 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 13 | 29 | 18 | 30 | 7 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 7 | 21 | 24 | 35 | 6 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 10 | 23 | 23 | 34 | 7 | 3 | ±3 | 3.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 11 | 26 | 21 | 32 | 7 | 2 | ±2 | 3.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 12 | 29 | 19 | 31 | 7 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 12 | 28 | 20 | 31 | 7 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 8 | 20 | 25 | 33 | 7 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 10 | 24 | 21 | 35 | 6 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 11 | 28 | 20 | 31 | 7 | 3 | ±1 | 2.9 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 11 | 28 | 20 | 31 | 7 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 10 | 24 | 20 | 35 | 9 | 2 | ±3 | 3.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | | |
| Male | 99 | ±1 | 11 | 27 | 22 | 31 | 7 | 3 | ±1 | 2.9 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 10 | 26 | 20 | 34 | 7 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 10 | 26 | 21 | 33 | 7 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 12 | 27 | 21 | 29 | 7 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 12 | 31 | 19 | 28 | 6 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 13 | 25 | 22 | 29 | 8 | 3 | ±3 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 9 | 21 | 24 | 30 | 8 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | | |
| No College | 99 | ±1 | 12 | 27 | 19 | 31 | 7 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 12 | 29 | 20 | 29 | 6 | 3 | ±1 | 2.9 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 9 | 23 | 22 | 36 | 7 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 7 | 22 | 22 | 36 | 9 | 3 | ±2 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**e. Retirement benefits**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 7 | 15 | 31 | 38 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 8 | 15 | 31 | 37 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 5 | 14 | 30 | 39 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 8 | 16 | 31 | 36 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 7 | 16 | 31 | 37 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 6 | 14 | 31 | 38 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 95 | ±3 | 10 | 13 | 39 | 30 | 7 | ±5 | 3.1 | ±0.1 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 10 | 16 | 34 | 34 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 5 | 15 | 31 | 40 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 12 | 26 | 42 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| SES | 99 | ±1 | NR | 12 | 17 | 41 | 25 | ±9 | 3.7 | ±0.3 | <div></div> |
| Blue Collar Total | 99 | ±1 | 10 | 18 | 30 | 34 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| WG 1 to 5 | 97 | ±2 | 9 | 16 | 33 | 34 | 8 | ±6 | 3.2 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 11 | 17 | 30 | 34 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 11 | 19 | 29 | 34 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 7 | 20 | 30 | 34 | 8 | ±4 | 3.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 4 | 13 | 30 | 42 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 5 | 14 | 30 | 40 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 8 | 16 | 33 | 35 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| Clerical | 96 | ±2 | 9 | 14 | 38 | 32 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 14 | 19 | 28 | 30 | 8 | ±4 | 3.0 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 10 | 18 | 30 | 34 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 5 | 10 | 29 | 44 | 12 | ±3 | 3.5 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 4 | 12 | 31 | 42 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 6 | 14 | 29 | 39 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 6 | 13 | 24 | 42 | 14 | ±3 | 3.4 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±2 | 9 | 21 | 34 | 29 | 7 | ±5 | 3.0 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 8 | 18 | 28 | 37 | 8 | ±4 | 3.2 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 7 | 15 | 32 | 37 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 7 | 15 | 30 | 38 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Than Full-Time | 92 | ±4 | 10 | 9 | 45 | 29 | 7 | ±7 | 3.1 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 7 | 15 | 31 | 38 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| OCONUS | 97 | ±2 | 7 | 13 | 34 | 37 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 7 | 15 | 30 | 38 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±3 | 10 | 13 | 43 | 28 | 5 | ±5 | 3.0 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 6 | 14 | 31 | 40 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 8 | 17 | 31 | 35 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?
e. Retirement benefits

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 6 | 14 | 31 | 39 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 10 | 19 | 32 | 31 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 11 | 21 | 30 | 31 | 7 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 10 | 18 | 33 | 31 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 6 | 13 | 31 | 40 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 8 | 18 | 30 | 35 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 9 | 18 | 31 | 33 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 9 | 17 | 32 | 33 | 8 | ±3 | 3.2 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 8 | 18 | 30 | 35 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 7 | 17 | 31 | 37 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 6 | 13 | 28 | 41 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 7 | 17 | 32 | 37 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Plan | 93 | ±4 | 16 | 15 | 44 | 22 | 4 | ±6 | 2.8 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 6 | 15 | 33 | 37 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 8 | 16 | 28 | 38 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 7 | 16 | 28 | 38 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 6 | 11 | 37 | 38 | 8 | ±2 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 6 | 14 | 33 | 39 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 8 | 17 | 32 | 35 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 7 | 15 | 29 | 38 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 7 | 14 | 24 | 41 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 97 | ±1 | 6 | 10 | 37 | 38 | 9 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 98 | ±1 | 7 | 13 | 34 | 39 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 7 | 15 | 32 | 37 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 8 | 17 | 28 | 37 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 8 | 17 | 24 | 39 | 13 | ±3 | 3.3 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 8 | 16 | 30 | 37 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 6 | 14 | 33 | 38 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 7 | 15 | 29 | 39 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 8 | 15 | 34 | 35 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 8 | 15 | 34 | 35 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 8 | 15 | 33 | 34 | 10 | ±3 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 97 | ±2 | 4 | 12 | 37 | 38 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 9 | 16 | 29 | 37 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 8 | 16 | 32 | 35 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 5 | 14 | 30 | 41 | 9 | ±2 | 3.4 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 5 | 13 | 30 | 39 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**f. Thrift Savings Plan (TSP)**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 2 | 5 | 23 | 51 | 19 | ±1 | 3.8 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 2 | 5 | 23 | 52 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 2 | 5 | 21 | 52 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 2 | 6 | 24 | 50 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 2 | 5 | 22 | 51 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 2 | 5 | 22 | 52 | 19 | ±1 | 3.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 4 | 4 | 35 | 43 | 15 | ±5 | 3.6 | ±0.1 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 2 | 4 | 25 | 50 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 2 | 5 | 21 | 53 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 2 | 6 | 18 | 53 | 21 | ±2 | 3.9 | ±0.1 | <div></div> |
| SES | 99 | ±1 | NR | 4 | 13 | 51 | 27 | ±8 | 3.9 | ±0.3 | <div></div> |
| Blue Collar Total | 98 | ±1 | 2 | 5 | 25 | 49 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 4 | 4 | 26 | 46 | 21 | ±6 | 3.8 | ±0.2 | <div></div> |
| WG 6 to 9 | 98 | ±1 | 3 | 5 | 24 | 50 | 19 | ±4 | 3.8 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 2 | 6 | 25 | 49 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 1 | 5 | 26 | 49 | 19 | ±4 | 3.8 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 2 | 6 | 19 | 55 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 2 | 5 | 20 | 52 | 21 | ±2 | 3.9 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 2 | 5 | 26 | 50 | 17 | ±2 | 3.8 | ±0.1 | <div></div> |
| Clerical | 97 | ±1 | 3 | 4 | 28 | 49 | 16 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±1 | 4 | 6 | 23 | 47 | 20 | ±4 | 3.7 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 2 | 5 | 25 | 49 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| Scientists | 98 | ±1 | 2 | 4 | 21 | 54 | 19 | ±4 | 3.8 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 1 | 6 | 21 | 54 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 1 | 5 | 20 | 51 | 22 | ±2 | 3.9 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 2 | 5 | 20 | 51 | 22 | ±3 | 3.9 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 2 | 6 | 26 | 48 | 19 | ±5 | 3.8 | ±0.1 | <div></div> |
| Wage Supervisor | 98 | ±2 | 1 | 6 | 23 | 50 | 21 | ±4 | 3.8 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 2 | 5 | 23 | 51 | 18 | ±1 | 3.8 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 2 | 5 | 22 | 52 | 19 | ±1 | 3.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±4 | 5 | 4 | 42 | 39 | 11 | ±7 | 3.5 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 2 | 5 | 23 | 51 | 19 | ±1 | 3.8 | ±0.1 | <div></div> |
| OCONUS | 98 | ±2 | 2 | 3 | 23 | 50 | 22 | ±3 | 3.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 2 | 5 | 22 | 52 | 20 | ±1 | 3.8 | ±0.1 | <div></div> |
| Non-Permanent | 94 | ±3 | 6 | 5 | 42 | 36 | 11 | ±5 | 3.4 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 2 | 5 | 22 | 52 | 20 | ±1 | 3.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 2 | 6 | 23 | 50 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**f. Thrift Savings Plan (TSP)**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 2 | 5 | 22 | 52 | 19 | ±1 | 3.8 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 3 | 6 | 25 | 48 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±1 | 3 | 6 | 24 | 48 | 18 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 2 | 6 | 25 | 48 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 2 | 5 | 22 | 53 | 18 | ±1 | 3.8 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 2 | 5 | 23 | 49 | 20 | ±1 | 3.8 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 2 | 5 | 21 | 48 | 24 | ±3 | 3.9 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 2 | 5 | 23 | 48 | 21 | ±3 | 3.8 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 2 | 6 | 25 | 48 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 2 | 5 | 18 | 54 | 21 | ±3 | 3.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 96 | ±1 | 2 | 5 | 30 | 49 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 2 | 5 | 17 | 54 | 22 | ±1 | 3.9 | ±0.1 | <div></div> |
| Other Plan | 92 | ±4 | 8 | 7 | 52 | 27 | 6 | ±6 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 2 | 5 | 23 | 52 | 19 | ±1 | 3.8 | ±0.1 | <div></div> |
| Optional Eligible | 97 | ±1 | 2 | 5 | 22 | 51 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 2 | 6 | 25 | 50 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 2 | 4 | 28 | 49 | 17 | ±2 | 3.7 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 2 | 4 | 19 | 56 | 19 | ±3 | 3.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 2 | 6 | 17 | 53 | 22 | ±2 | 3.9 | ±0.1 | <div></div> |
| 21 to 30 Years | 97 | ±1 | 2 | 6 | 26 | 50 | 17 | ±2 | 3.8 | ±0.1 | <div></div> |
| More Than 30 Years | 96 | ±1 | 2 | 5 | 27 | 47 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 2 | 3 | 28 | 51 | 16 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 2 | 4 | 20 | 55 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 2 | 5 | 23 | 52 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 2 | 5 | 23 | 49 | 21 | ±2 | 3.8 | ±0.1 | <div></div> |
| More Than 60 Years Old | 95 | ±2 | 2 | 5 | 20 | 49 | 24 | ±3 | 3.9 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 2 | 5 | 23 | 50 | 20 | ±1 | 3.8 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 2 | 4 | 22 | 53 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 2 | 5 | 23 | 51 | 19 | ±1 | 3.8 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 2 | 5 | 22 | 51 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 2 | 5 | 22 | 50 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 3 | 5 | 25 | 47 | 20 | ±3 | 3.8 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 2 | 5 | 20 | 56 | 18 | ±3 | 3.8 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 2 | 5 | 25 | 50 | 18 | ±2 | 3.8 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 2 | 5 | 25 | 50 | 18 | ±1 | 3.8 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 2 | 5 | 20 | 53 | 20 | ±2 | 3.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 2 | 5 | 18 | 54 | 21 | ±2 | 3.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**g. Annual leave**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 2 | 5 | 9 | 56 | 28 | ±1 | 4.1 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 1 | 4 | 10 | 57 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 1 | 4 | 8 | 55 | 31 | ±2 | 4.1 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 1 | 5 | 9 | 58 | 26 | ±2 | 4.0 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 2 | 5 | 10 | 56 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 2 | 5 | 9 | 56 | 28 | ±1 | 4.1 | ±0.1 | <div></div> |
| GS 1 to 4 | 98 | ±2 | 4 | 5 | 14 | 57 | 20 | ±5 | 3.8 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 2 | 6 | 11 | 57 | 24 | ±2 | 3.9 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 1 | 4 | 8 | 58 | 28 | ±2 | 4.1 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 1 | 3 | 6 | 53 | 37 | ±2 | 4.2 | ±0.1 | <div></div> |
| SES | NR | ±0 | 9 | 4 | 6 | 41 | 41 | ±9 | 4.0 | ±0.3 | <div></div> |
| Blue Collar Total | 100 | ±1 | 1 | 4 | 10 | 57 | 27 | ±2 | 4.1 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 2 | 6 | 11 | 52 | 28 | ±6 | 4.0 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 2 | 4 | 10 | 57 | 27 | ±4 | 4.0 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 1 | 4 | 10 | 59 | 26 | ±3 | 4.0 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 0 | 3 | 8 | 58 | 31 | ±4 | 4.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 1 | 5 | 9 | 55 | 30 | ±2 | 4.1 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 1 | 4 | 8 | 56 | 31 | ±2 | 4.1 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 2 | 5 | 10 | 58 | 25 | ±2 | 4.0 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 3 | 4 | 12 | 58 | 23 | ±3 | 3.9 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 5 | 14 | 12 | 49 | 20 | ±4 | 3.6 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 1 | 4 | 10 | 57 | 27 | ±2 | 4.0 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 2 | 5 | 8 | 56 | 30 | ±4 | 4.1 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 1 | 3 | 7 | 56 | 33 | ±2 | 4.2 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 1 | 4 | 7 | 54 | 34 | ±2 | 4.1 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 2 | 4 | 6 | 52 | 36 | ±3 | 4.2 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 3 | 7 | 10 | 56 | 25 | ±5 | 3.9 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 1 | 5 | 8 | 57 | 30 | ±4 | 4.1 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 2 | 5 | 10 | 57 | 27 | ±1 | 4.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 1 | 4 | 9 | 57 | 29 | ±1 | 4.1 | ±0.1 | <div></div> |
| Other Than Full-Time | 95 | ±4 | 6 | 9 | 21 | 49 | 16 | ±7 | 3.6 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 1 | 4 | 9 | 57 | 29 | ±1 | 4.1 | ±0.1 | <div></div> |
| OCONUS | 98 | ±2 | 3 | 7 | 13 | 55 | 22 | ±3 | 3.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 1 | 4 | 9 | 57 | 29 | ±1 | 4.1 | ±0.1 | <div></div> |
| Non-Permanent | 97 | ±3 | 4 | 10 | 16 | 51 | 19 | ±5 | 3.7 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 1 | 4 | 8 | 56 | 30 | ±1 | 4.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 2 | 5 | 10 | 57 | 26 | ±2 | 4.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**g. Annual leave**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 1 | 4 | 9 | 57 | 29 | ±1 | 4.1 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 2 | 6 | 12 | 54 | 25 | ±2 | 3.9 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 2 | 6 | 12 | 56 | 24 | ±3 | 3.9 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 2 | 6 | 11 | 54 | 26 | ±2 | 3.9 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 1 | 4 | 9 | 57 | 29 | ±1 | 4.1 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 2 | 5 | 9 | 56 | 28 | ±1 | 4.0 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 3 | 10 | 11 | 51 | 25 | ±3 | 3.8 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 2 | 6 | 10 | 54 | 27 | ±3 | 4.0 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 1 | 4 | 9 | 57 | 29 | ±2 | 4.1 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 2 | 5 | 9 | 59 | 25 | ±3 | 4.0 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 1 | 2 | 8 | 57 | 32 | ±2 | 4.2 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 2 | 6 | 10 | 56 | 26 | ±1 | 4.0 | ±0.1 | <div></div> |
| Other Plan | 96 | ±3 | 4 | 8 | 19 | 50 | 19 | ±6 | 3.7 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 2 | 5 | 10 | 56 | 27 | ±1 | 4.0 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 1 | 4 | 9 | 57 | 29 | ±2 | 4.1 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 1 | 3 | 8 | 57 | 31 | ±2 | 4.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 3 | 11 | 14 | 53 | 18 | ±2 | 3.7 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 2 | 6 | 11 | 59 | 22 | ±3 | 3.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 1 | 3 | 8 | 57 | 30 | ±2 | 4.1 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 1 | 3 | 8 | 57 | 31 | ±2 | 4.1 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 1 | 2 | 7 | 56 | 34 | ±2 | 4.2 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 2 | 7 | 13 | 57 | 21 | ±3 | 3.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 2 | 5 | 11 | 57 | 25 | ±2 | 4.0 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 2 | 5 | 9 | 56 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 1 | 3 | 8 | 57 | 31 | ±2 | 4.1 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 1 | 3 | 7 | 54 | 35 | ±3 | 4.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 1 | 4 | 9 | 56 | 30 | ±1 | 4.1 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 2 | 5 | 10 | 58 | 26 | ±2 | 4.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 1 | 4 | 8 | 56 | 30 | ±1 | 4.1 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 2 | 5 | 11 | 57 | 25 | ±2 | 4.0 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 2 | 5 | 10 | 57 | 25 | ±2 | 4.0 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 3 | 5 | 10 | 56 | 25 | ±3 | 4.0 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±2 | 1 | 5 | 13 | 57 | 23 | ±3 | 4.0 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 2 | 4 | 9 | 58 | 28 | ±2 | 4.1 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 1 | 5 | 10 | 57 | 27 | ±1 | 4.0 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 1 | 5 | 9 | 56 | 29 | ±2 | 4.1 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 2 | 5 | 8 | 54 | 31 | ±2 | 4.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**h. Sick leave**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|-----|----|-----------------------|----|-------------|----|----|----|-----|-----------|----------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 2 | 6 | 10 | 56 | 26 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| Army | 99 | ±1 | 2 | 5 | 11 | 56 | 26 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| Navy | 99 | ±1 | 1 | 5 | 10 | 55 | 29 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Air Force | 99 | ±1 | 2 | 6 | 11 | 56 | 25 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 99 | ±1 | 2 | 6 | 11 | 55 | 26 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 2 | 6 | 10 | 55 | 27 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 99 | ±2 | 6 | 5 | 15 | 55 | 19 | ±5 | 3.8 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 99 | ±1 | 3 | 9 | 12 | 54 | 22 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 99 | ±1 | 1 | 5 | 10 | 57 | 27 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 100 | ±1 | 1 | 3 | 7 | 53 | 35 | ±2 | 4.2 | ±0.1 | <div></div> | | |
| SES | 100 | ±1 | NR | 1 | 6 | 49 | 38 | ±8 | 4.1 | ±0.3 | <div></div> | | |
| Blue Collar Total | 99 | ±1 | 2 | 5 | 11 | 56 | 26 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 99 | ±1 | 3 | 4 | 12 | 54 | 27 | ±6 | 4.0 | ±0.1 | <div></div> | | |
| WG 6 to 9 | 99 | ±1 | 2 | 8 | 9 | 55 | 25 | ±4 | 3.9 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 99 | ±1 | 1 | 5 | 12 | 57 | 24 | ±3 | 4.0 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 100 | ±1 | 1 | 3 | 9 | 57 | 30 | ±4 | 4.1 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 99 | ±1 | 1 | 5 | 9 | 56 | 28 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Administrative | 99 | ±1 | 1 | 5 | 9 | 55 | 30 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Technical | 99 | ±1 | 2 | 7 | 12 | 56 | 23 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| Clerical | 99 | ±1 | 4 | 7 | 13 | 56 | 21 | ±3 | 3.8 | ±0.1 | <div></div> | | |
| Other White Collar | 99 | ±1 | 7 | 14 | 14 | 47 | 18 | ±4 | 3.5 | ±0.1 | <div></div> | | |
| Blue Collar | 99 | ±1 | 2 | 5 | 11 | 56 | 26 | ±2 | 4.0 | ±0.1 | <div></div> | | |
| Scientists | 100 | ±1 | 1 | 3 | 8 | 58 | 30 | ±3 | 4.1 | ±0.1 | <div></div> | | |
| Engineers | 100 | ±1 | 1 | 2 | 9 | 57 | 31 | ±2 | 4.2 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 2 | 4 | 8 | 53 | 33 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Manager | 100 | ±1 | 2 | 4 | 8 | 53 | 34 | ±3 | 4.1 | ±0.1 | <div></div> | | |
| Wage Leader | 99 | ±1 | 3 | 5 | 13 | 54 | 25 | ±5 | 3.9 | ±0.1 | <div></div> | | |
| Wage Supervisor | 99 | ±1 | 1 | 4 | 9 | 57 | 30 | ±4 | 4.1 | ±0.1 | <div></div> | | |
| All Others | 99 | ±1 | 2 | 6 | 11 | 56 | 25 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 2 | 5 | 10 | 56 | 27 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 96 | ±3 | 6 | 7 | 20 | 50 | 17 | ±7 | 3.6 | ±0.2 | <div></div> | | |
| CONUS | 99 | ±1 | 2 | 5 | 10 | 56 | 27 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| OCONUS | 99 | ±1 | 3 | 7 | 13 | 56 | 21 | ±3 | 3.8 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 2 | 5 | 10 | 56 | 27 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| Non-Permanent | 97 | ±3 | 4 | 8 | 16 | 52 | 19 | ±5 | 3.7 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 1 | 5 | 9 | 56 | 28 | ±1 | 4.0 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 99 | ±1 | 2 | 6 | 12 | 55 | 24 | ±2 | 3.9 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**h. Sick leave**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 2 | 5 | 10 | 56 | 27 | ±1 | 4.0 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 3 | 8 | 13 | 52 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 3 | 8 | 12 | 54 | 23 | ±3 | 3.9 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 3 | 9 | 13 | 52 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 2 | 6 | 10 | 56 | 27 | ±1 | 4.0 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 2 | 6 | 11 | 55 | 27 | ±1 | 4.0 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 3 | 9 | 12 | 52 | 24 | ±3 | 3.8 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 3 | 7 | 12 | 53 | 26 | ±3 | 3.9 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 1 | 4 | 10 | 56 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 2 | 6 | 11 | 57 | 25 | ±3 | 4.0 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 1 | 4 | 8 | 56 | 30 | ±2 | 4.1 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 2 | 6 | 11 | 56 | 25 | ±1 | 3.9 | ±0.1 | <div></div> |
| Other Plan | 96 | ±3 | 4 | 7 | 20 | 50 | 19 | ±6 | 3.7 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 2 | 6 | 11 | 56 | 25 | ±1 | 4.0 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 2 | 5 | 10 | 55 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 2 | 5 | 9 | 55 | 29 | ±2 | 4.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 3 | 8 | 15 | 56 | 19 | ±2 | 3.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 2 | 5 | 12 | 58 | 22 | ±3 | 3.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 2 | 6 | 10 | 55 | 27 | ±2 | 4.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 1 | 5 | 9 | 56 | 29 | ±2 | 4.1 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 1 | 3 | 8 | 55 | 33 | ±2 | 4.2 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 2 | 6 | 14 | 57 | 21 | ±3 | 3.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 2 | 7 | 12 | 56 | 23 | ±2 | 3.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 2 | 6 | 11 | 55 | 26 | ±2 | 4.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 2 | 5 | 9 | 56 | 29 | ±2 | 4.1 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 2 | 4 | 7 | 53 | 33 | ±3 | 4.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 1 | 5 | 10 | 56 | 28 | ±1 | 4.0 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 2 | 7 | 11 | 56 | 23 | ±2 | 3.9 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 1 | 5 | 9 | 56 | 28 | ±1 | 4.0 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 3 | 7 | 13 | 55 | 23 | ±2 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 3 | 8 | 12 | 54 | 23 | ±2 | 3.9 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 3 | 6 | 12 | 54 | 25 | ±3 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 2 | 4 | 15 | 58 | 21 | ±3 | 3.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 2 | 6 | 10 | 56 | 25 | ±2 | 4.0 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 2 | 6 | 11 | 55 | 25 | ±1 | 4.0 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 1 | 5 | 10 | 56 | 28 | ±2 | 4.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 2 | 4 | 9 | 55 | 30 | ±2 | 4.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**i. Health insurance**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 10 | 22 | 24 | 35 | 10 | ±1 | 3.1 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 11 | 21 | 24 | 35 | 10 | ±2 | 3.1 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 8 | 20 | 23 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 12 | 23 | 25 | 32 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 10 | 22 | 24 | 33 | 10 | ±2 | 3.1 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 9 | 21 | 25 | 36 | 10 | ±1 | 3.2 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±2 | 12 | 14 | 36 | 29 | 9 | ±5 | 3.1 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 11 | 19 | 26 | 34 | 10 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 9 | 22 | 24 | 36 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 6 | 22 | 21 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 2 | 14 | 23 | 43 | 17 | ±8 | 3.6 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 16 | 25 | 22 | 29 | 9 | ±2 | 2.9 | ±0.1 | <div></div> |
| WG 1 to 5 | 96 | ±3 | 10 | 18 | 30 | 30 | 13 | ±6 | 3.2 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 15 | 24 | 22 | 29 | 10 | ±3 | 3.0 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 18 | 26 | 20 | 29 | 7 | ±3 | 2.8 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 15 | 26 | 20 | 30 | 8 | ±3 | 2.9 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 7 | 21 | 23 | 39 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 8 | 22 | 23 | 37 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 11 | 20 | 26 | 34 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Clerical | 96 | ±2 | 11 | 17 | 31 | 32 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 12 | 22 | 23 | 33 | 10 | ±4 | 3.1 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 16 | 25 | 22 | 29 | 9 | ±2 | 2.9 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 6 | 17 | 23 | 42 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 8 | 23 | 24 | 37 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 8 | 22 | 22 | 36 | 12 | ±2 | 3.2 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 8 | 21 | 22 | 37 | 12 | ±3 | 3.2 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 18 | 25 | 19 | 30 | 9 | ±5 | 2.9 | ±0.2 | <div></div> |
| Wage Supervisor | 99 | ±1 | 13 | 26 | 22 | 30 | 9 | ±4 | 2.9 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 10 | 21 | 25 | 35 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 10 | 22 | 23 | 35 | 10 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Than Full-Time | 93 | ±4 | 11 | 17 | 45 | 21 | 6 | ±7 | 2.9 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 11 | 22 | 23 | 34 | 10 | ±1 | 3.1 | ±0.1 | <div></div> |
| OCONUS | 98 | ±2 | 8 | 15 | 30 | 36 | 10 | ±3 | 3.2 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 10 | 22 | 23 | 35 | 10 | ±1 | 3.1 | ±0.1 | <div></div> |
| Non-Permanent | 93 | ±3 | 11 | 17 | 43 | 22 | 7 | ±5 | 3.0 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 9 | 20 | 24 | 36 | 10 | ±1 | 3.2 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 12 | 23 | 24 | 32 | 9 | ±1 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**i. Health insurance**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 10 | 22 | 24 | 35 | 10 | ±1 | 3.1 | ±0.1 | |
| Disability | 98 | ±1 | 12 | 21 | 25 | 31 | 10 | ±2 | 3.1 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 13 | 22 | 23 | 31 | 10 | ±3 | 3.0 | ±0.1 | |
| Other Disability | 98 | ±1 | 12 | 21 | 26 | 31 | 10 | ±2 | 3.1 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 9 | 21 | 23 | 37 | 10 | ±1 | 3.2 | ±0.1 | |
| Veteran | 98 | ±1 | 11 | 22 | 25 | 32 | 9 | ±1 | 3.1 | ±0.1 | |
| 10 Point 30% | 97 | ±1 | 10 | 20 | 29 | 30 | 10 | ±3 | 3.1 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 12 | 21 | 28 | 30 | 10 | ±3 | 3.1 | ±0.1 | |
| 5 Point | 99 | ±1 | 12 | 23 | 23 | 33 | 9 | ±2 | 3.1 | ±0.1 | |
| No Preference | 98 | ±1 | 12 | 21 | 27 | 32 | 9 | ±3 | 3.0 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 10 | 23 | 19 | 38 | 11 | ±2 | 3.2 | ±0.1 | |
| FERS | 98 | ±1 | 11 | 21 | 26 | 34 | 9 | ±1 | 3.1 | ±0.1 | |
| Other Plan | 93 | ±4 | 14 | 18 | 45 | 19 | 5 | ±6 | 2.8 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 11 | 21 | 25 | 34 | 9 | ±1 | 3.1 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 10 | 21 | 22 | 35 | 11 | ±2 | 3.2 | ±0.1 | |
| Discontinued Service | 99 | ±1 | 10 | 23 | 22 | 35 | 10 | ±2 | 3.1 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 10 | 18 | 34 | 30 | 7 | ±2 | 3.1 | ±0.1 | |
| 5 to 10 Years | 98 | ±1 | 10 | 19 | 29 | 34 | 9 | ±3 | 3.1 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 11 | 21 | 23 | 35 | 10 | ±2 | 3.1 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 10 | 23 | 21 | 36 | 10 | ±2 | 3.1 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 9 | 23 | 19 | 37 | 12 | ±2 | 3.2 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 10 | 19 | 28 | 34 | 8 | ±3 | 3.1 | ±0.1 | |
| 31 to 40 Years Old | 99 | ±1 | 13 | 21 | 25 | 32 | 9 | ±2 | 3.0 | ±0.1 | |
| 41 to 50 Years Old | 99 | ±1 | 11 | 23 | 24 | 33 | 9 | ±1 | 3.1 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 9 | 22 | 22 | 36 | 11 | ±2 | 3.2 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 7 | 16 | 20 | 41 | 16 | ±3 | 3.4 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 11 | 23 | 24 | 33 | 9 | ±1 | 3.1 | ±0.1 | |
| Female | 97 | ±1 | 9 | 19 | 24 | 37 | 10 | ±2 | 3.2 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 10 | 22 | 23 | 35 | 9 | ±1 | 3.1 | ±0.1 | |
| Total Minority | 98 | ±1 | 10 | 20 | 25 | 35 | 11 | ±2 | 3.2 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 10 | 21 | 23 | 36 | 11 | ±2 | 3.2 | ±0.1 | |
| Hispanic | 98 | ±1 | 11 | 19 | 26 | 33 | 12 | ±3 | 3.1 | ±0.1 | |
| Non-Hispanic API | 97 | ±1 | 6 | 17 | 30 | 37 | 10 | ±3 | 3.3 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 12 | 22 | 20 | 34 | 12 | ±2 | 3.1 | ±0.1 | |
| Some College | 98 | ±1 | 12 | 22 | 25 | 32 | 9 | ±1 | 3.0 | ±0.1 | |
| 4-Year Degree | 99 | ±1 | 8 | 21 | 25 | 37 | 10 | ±2 | 3.2 | ±0.1 | |
| Graduate/Professional Degree | 99 | ±1 | 7 | 20 | 24 | 39 | 11 | ±2 | 3.3 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**j. Life insurance**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 4 | 9 | 33 | 44 | 10 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 4 | 8 | 32 | 45 | 11 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 3 | 9 | 34 | 43 | 11 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 5 | 9 | 33 | 44 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 5 | 9 | 33 | 42 | 11 | ±2 | 3.5 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 4 | 8 | 33 | 44 | 10 | ±1 | 3.5 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 7 | 8 | 41 | 34 | 9 | ±5 | 3.3 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 4 | 7 | 33 | 45 | 11 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 3 | 8 | 32 | 46 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 98 | ±1 | 4 | 10 | 32 | 42 | 12 | ±2 | 3.5 | ±0.1 | <div></div> | |
| SES | 98 | ±1 | 2 | 8 | 33 | 41 | 16 | ±8 | 3.6 | ±0.2 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 6 | 10 | 31 | 43 | 10 | ±2 | 3.4 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±3 | 6 | 9 | 34 | 36 | 14 | ±6 | 3.4 | ±0.2 | <div></div> | |
| WG 6 to 9 | 99 | ±1 | 5 | 10 | 29 | 44 | 11 | ±4 | 3.5 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 7 | 10 | 31 | 43 | 9 | ±3 | 3.4 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 5 | 11 | 32 | 43 | 9 | ±4 | 3.4 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 3 | 9 | 37 | 42 | 9 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 3 | 8 | 30 | 47 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Technical | 97 | ±1 | 4 | 8 | 33 | 45 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Clerical | 96 | ±2 | 4 | 8 | 37 | 41 | 11 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Other White Collar | 99 | ±1 | 6 | 10 | 33 | 43 | 8 | ±4 | 3.4 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 6 | 10 | 31 | 43 | 10 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Scientists | 98 | ±1 | 4 | 7 | 36 | 43 | 10 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Engineers | 98 | ±1 | 4 | 10 | 39 | 40 | 8 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 4 | 9 | 30 | 45 | 12 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 4 | 9 | 30 | 45 | 13 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Wage Leader | 97 | ±3 | 6 | 11 | 35 | 39 | 9 | ±5 | 3.3 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 4 | 11 | 33 | 42 | 10 | ±4 | 3.4 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 4 | 9 | 34 | 44 | 10 | ±1 | 3.5 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 4 | 9 | 32 | 44 | 11 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Other Than Full-Time | 92 | ±4 | 8 | 10 | 48 | 28 | 6 | ±7 | 3.1 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 4 | 9 | 33 | 44 | 10 | ±1 | 3.5 | ±0.1 | <div></div> | |
| OCONUS | 97 | ±2 | 4 | 7 | 35 | 42 | 11 | ±3 | 3.5 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 4 | 9 | 32 | 45 | 11 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Non-Permanent | 94 | ±3 | 9 | 10 | 46 | 29 | 7 | ±5 | 3.2 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 3 | 8 | 33 | 45 | 11 | ±1 | 3.5 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 5 | 9 | 33 | 43 | 10 | ±2 | 3.4 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**j. Life insurance**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 4 | 8 | 33 | 44 | 10 | ±1 | 3.5 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 5 | 10 | 32 | 41 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 6 | 11 | 32 | 41 | 11 | ±3 | 3.4 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 5 | 10 | 32 | 41 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 4 | 9 | 34 | 44 | 10 | ±1 | 3.5 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 5 | 9 | 32 | 44 | 11 | ±1 | 3.5 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 4 | 10 | 32 | 42 | 12 | ±3 | 3.5 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 5 | 8 | 34 | 42 | 12 | ±3 | 3.5 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 5 | 9 | 32 | 44 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 4 | 8 | 31 | 47 | 11 | ±3 | 3.5 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 4 | 10 | 30 | 46 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 4 | 8 | 34 | 44 | 11 | ±1 | 3.5 | ±0.1 | <div></div> |
| Other Plan | 93 | ±4 | 11 | 12 | 49 | 22 | 5 | ±6 | 3.0 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 4 | 8 | 35 | 43 | 10 | ±1 | 3.5 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 4 | 9 | 30 | 45 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 4 | 10 | 32 | 44 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 6 | 7 | 41 | 38 | 8 | ±2 | 3.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 4 | 7 | 36 | 43 | 9 | ±3 | 3.5 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 4 | 9 | 32 | 44 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 4 | 10 | 31 | 45 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 4 | 10 | 28 | 46 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 97 | ±2 | 5 | 6 | 39 | 41 | 9 | ±3 | 3.4 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 98 | ±1 | 4 | 8 | 35 | 43 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 4 | 9 | 34 | 43 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 4 | 9 | 30 | 45 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 60 Years Old | 97 | ±1 | 4 | 10 | 25 | 47 | 15 | ±3 | 3.6 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 5 | 10 | 33 | 42 | 10 | ±1 | 3.4 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 3 | 7 | 33 | 46 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 4 | 8 | 34 | 44 | 10 | ±1 | 3.5 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 4 | 10 | 31 | 43 | 12 | ±2 | 3.5 | ±0.1 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 4 | 10 | 27 | 46 | 13 | ±2 | 3.5 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 5 | 10 | 32 | 41 | 11 | ±3 | 3.4 | ±0.1 | <div></div> |
| Non-Hispanic API | 97 | ±1 | 3 | 10 | 37 | 39 | 10 | ±3 | 3.4 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 4 | 9 | 28 | 46 | 13 | ±2 | 3.5 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 5 | 9 | 32 | 44 | 10 | ±1 | 3.5 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 3 | 9 | 35 | 43 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 3 | 8 | 36 | 42 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**k. Long-term care insurance**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | |
|-----------------------------|----|----|-----------------------|----|-------------|----|---|----|-----|-----------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 95 | ±1 | 6 | 10 | 57 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | |
| Army | 95 | ±1 | 6 | 10 | 57 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Navy | 95 | ±1 | 5 | 10 | 57 | 23 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Air Force | 96 | ±1 | 6 | 10 | 57 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 94 | ±1 | 6 | 10 | 56 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 94 | ±1 | 5 | 9 | 59 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | |
| GS 1 to 4 | 93 | ±3 | 9 | 8 | 56 | 20 | 7 | ±5 | 3.1 | ±0.1 | <div></div> | |
| GS 5 to 8 | 93 | ±1 | 6 | 8 | 57 | 23 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| GS 9 to 12 | 95 | ±1 | 5 | 9 | 59 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 96 | ±1 | 4 | 9 | 59 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| SES | 94 | ±2 | 2 | 9 | 59 | 21 | 9 | ±8 | 3.3 | ±0.2 | <div></div> | |
| Blue Collar Total | 96 | ±1 | 9 | 13 | 50 | 22 | 5 | ±2 | 3.0 | ±0.1 | <div></div> | |
| WG 1 to 5 | 93 | ±3 | 9 | 12 | 47 | 25 | 8 | ±6 | 3.1 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 8 | 13 | 48 | 23 | 7 | ±4 | 3.1 | ±0.1 | <div></div> | |
| WG 10 to 15 | 97 | ±1 | 10 | 14 | 51 | 21 | 4 | ±3 | 2.9 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 97 | ±1 | 9 | 14 | 52 | 20 | 4 | ±4 | 3.0 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 95 | ±1 | 5 | 9 | 61 | 21 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Administrative | 95 | ±1 | 4 | 8 | 59 | 23 | 6 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Technical | 94 | ±1 | 6 | 9 | 58 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Clerical | 91 | ±2 | 6 | 7 | 58 | 22 | 6 | ±3 | 3.1 | ±0.1 | <div></div> | |
| Other White Collar | 96 | ±2 | 8 | 13 | 49 | 27 | 4 | ±5 | 3.0 | ±0.1 | <div></div> | |
| Blue Collar | 96 | ±1 | 9 | 13 | 50 | 22 | 5 | ±2 | 3.0 | ±0.1 | <div></div> | |
| Scientists | 95 | ±2 | 6 | 6 | 58 | 24 | 6 | ±4 | 3.2 | ±0.1 | <div></div> | |
| Engineers | 96 | ±1 | 4 | 10 | 64 | 19 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 95 | ±1 | 5 | 9 | 54 | 24 | 7 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Manager | 96 | ±1 | 5 | 10 | 55 | 24 | 6 | ±3 | 3.2 | ±0.1 | <div></div> | |
| Wage Leader | 96 | ±3 | 10 | 13 | 52 | 21 | 4 | ±5 | 3.0 | ±0.1 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 8 | 15 | 52 | 20 | 4 | ±4 | 3.0 | ±0.1 | <div></div> | |
| All Others | 94 | ±1 | 6 | 9 | 58 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 95 | ±1 | 6 | 10 | 57 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | |
| Other Than Full-Time | 89 | ±4 | 10 | 9 | 63 | 16 | 3 | ±7 | 2.9 | ±0.2 | <div></div> | |
| CONUS | 95 | ±1 | 6 | 10 | 57 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | |
| OCONUS | 94 | ±2 | 6 | 9 | 54 | 25 | 6 | ±3 | 3.2 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 95 | ±1 | 6 | 10 | 57 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | |
| Non-Permanent | 92 | ±3 | 10 | 10 | 58 | 17 | 5 | ±5 | 3.0 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 95 | ±1 | 5 | 9 | 58 | 23 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | |
| In Bargaining Unit | 95 | ±1 | 7 | 11 | 56 | 21 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**k. Long-term care insurance**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 95 | ±1 | 5 | 9 | 58 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Disability | 95 | ±1 | 9 | 12 | 53 | 21 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Targeted Disability | 94 | ±2 | 10 | 12 | 51 | 22 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 95 | ±1 | 9 | 11 | 55 | 20 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 94 | ±1 | 5 | 8 | 58 | 23 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Veteran | 96 | ±1 | 7 | 11 | 55 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 95 | ±2 | 7 | 12 | 52 | 22 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 96 | ±2 | 6 | 11 | 56 | 21 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| 5 Point | 96 | ±1 | 7 | 12 | 55 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| No Preference | 96 | ±2 | 6 | 10 | 57 | 21 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 94 | ±1 | 6 | 10 | 57 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| FERS | 95 | ±1 | 6 | 9 | 57 | 23 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Plan | 91 | ±4 | 12 | 13 | 59 | 14 | 3 | ±6 | 2.8 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 95 | ±1 | 6 | 9 | 59 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Optional Eligible | 94 | ±1 | 7 | 11 | 53 | 24 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| Discontinued Service | 95 | ±1 | 6 | 11 | 58 | 20 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 95 | ±2 | 7 | 8 | 56 | 24 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| 5 to 10 Years | 96 | ±1 | 5 | 9 | 57 | 24 | 6 | ±3 | 3.2 | ±0.1 | <div></div> |
| 11 to 20 Years | 95 | ±1 | 6 | 10 | 58 | 21 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| 21 to 30 Years | 95 | ±1 | 6 | 10 | 57 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| More Than 30 Years | 94 | ±1 | 7 | 12 | 56 | 21 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 5 | 6 | 58 | 26 | 5 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 96 | ±1 | 6 | 8 | 58 | 23 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 95 | ±1 | 6 | 9 | 59 | 21 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 94 | ±1 | 7 | 11 | 55 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| More Than 60 Years Old | 91 | ±2 | 7 | 11 | 51 | 24 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 96 | ±1 | 7 | 11 | 56 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Female | 92 | ±1 | 5 | 7 | 59 | 23 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 95 | ±1 | 6 | 9 | 59 | 21 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Total Minority | 93 | ±1 | 6 | 11 | 52 | 25 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 92 | ±2 | 5 | 10 | 51 | 27 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 95 | ±2 | 7 | 12 | 50 | 24 | 6 | ±3 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic API | 93 | ±2 | 5 | 12 | 53 | 24 | 7 | ±4 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 94 | ±2 | 6 | 11 | 51 | 24 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| Some College | 95 | ±1 | 7 | 10 | 56 | 22 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| 4-Year Degree | 95 | ±1 | 4 | 9 | 60 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 95 | ±1 | 5 | 8 | 60 | 22 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

51. Overall, how satisfied are you with your pay and benefits?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 2 | 14 | 19 | 53 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 2 | 14 | 20 | 52 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 2 | 13 | 20 | 54 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 3 | 16 | 19 | 52 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 2 | 13 | 19 | 53 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 2 | 14 | 19 | 54 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 6 | 18 | 25 | 43 | 9 | ±5 | 3.3 | ±0.1 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 5 | 19 | 21 | 47 | 9 | ±2 | 3.4 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 1 | 12 | 18 | 56 | 12 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 1 | 10 | 14 | 59 | 15 | ±2 | 3.8 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 2 | 18 | 11 | 52 | 17 | ±8 | 3.6 | ±0.2 | <div></div> |
| Blue Collar Total | 100 | ±1 | 3 | 16 | 22 | 50 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±2 | 2 | 14 | 22 | 52 | 11 | ±6 | 3.6 | ±0.1 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 3 | 15 | 20 | 49 | 12 | ±4 | 3.5 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 3 | 17 | 23 | 49 | 9 | ±3 | 3.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 1 | 15 | 24 | 49 | 11 | ±4 | 3.5 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 1 | 12 | 19 | 57 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 1 | 11 | 16 | 57 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| Technical | 100 | ±1 | 4 | 17 | 21 | 50 | 9 | ±2 | 3.4 | ±0.1 | <div></div> |
| Clerical | 100 | ±1 | 4 | 18 | 23 | 45 | 10 | ±3 | 3.4 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±0 | 5 | 22 | 22 | 43 | 8 | ±4 | 3.3 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 3 | 15 | 22 | 50 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 2 | 12 | 16 | 59 | 12 | ±4 | 3.7 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 1 | 13 | 21 | 56 | 10 | ±2 | 3.6 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 2 | 13 | 17 | 54 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 2 | 14 | 15 | 55 | 14 | ±3 | 3.7 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 3 | 18 | 23 | 47 | 9 | ±5 | 3.4 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 2 | 15 | 23 | 49 | 11 | ±4 | 3.5 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 2 | 14 | 20 | 53 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 2 | 14 | 19 | 53 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±2 | 5 | 10 | 26 | 49 | 11 | ±6 | 3.5 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 2 | 14 | 19 | 53 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 3 | 13 | 20 | 54 | 10 | ±3 | 3.6 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 2 | 14 | 19 | 53 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 3 | 14 | 25 | 47 | 11 | ±5 | 3.5 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 2 | 13 | 18 | 55 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 3 | 15 | 21 | 51 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

51. Overall, how satisfied are you with your pay and benefits?

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 2 | 13 | 19 | 54 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 3 | 17 | 21 | 49 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 4 | 18 | 20 | 50 | 8 | ±3 | 3.4 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 3 | 16 | 21 | 49 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 2 | 12 | 19 | 55 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 3 | 16 | 20 | 51 | 11 | ±1 | 3.5 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 3 | 16 | 19 | 50 | 11 | ±3 | 3.5 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 2 | 15 | 20 | 53 | 9 | ±3 | 3.5 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 3 | 16 | 20 | 50 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 2 | 16 | 19 | 52 | 10 | ±3 | 3.5 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 2 | 13 | 18 | 54 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 2 | 14 | 20 | 53 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| Other Plan | 99 | ±2 | 5 | 16 | 26 | 44 | 9 | ±6 | 3.4 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 2 | 13 | 19 | 54 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| Optional Eligible | 100 | ±1 | 2 | 15 | 20 | 51 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 2 | 14 | 18 | 54 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 3 | 14 | 21 | 51 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 3 | 14 | 22 | 51 | 10 | ±3 | 3.5 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 2 | 15 | 19 | 53 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 2 | 14 | 18 | 53 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 2 | 13 | 18 | 54 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 3 | 14 | 23 | 52 | 9 | ±3 | 3.5 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 2 | 14 | 21 | 53 | 9 | ±2 | 3.5 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 2 | 15 | 19 | 53 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 2 | 14 | 19 | 53 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 1 | 12 | 17 | 53 | 17 | ±3 | 3.7 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 2 | 14 | 20 | 52 | 11 | ±1 | 3.5 | ±0.1 | <div></div> |
| Female | 100 | ±1 | 2 | 13 | 18 | 54 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 2 | 14 | 19 | 54 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Total Minority | 100 | ±1 | 3 | 15 | 21 | 50 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| Non-Hispanic Black | 100 | ±1 | 4 | 16 | 20 | 50 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 3 | 14 | 21 | 49 | 13 | ±3 | 3.5 | ±0.1 | <div></div> |
| Non-Hispanic API | 100 | ±1 | 2 | 11 | 24 | 52 | 11 | ±3 | 3.6 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 2 | 13 | 20 | 51 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 3 | 15 | 20 | 51 | 11 | ±1 | 3.5 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 2 | 13 | 19 | 56 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 2 | 12 | 17 | 57 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

52. How much do you agree or disagree with the following statements about your pay and benefits?**a. My pay is as good or better than the pay in non-federal organizations for the same type/level of work**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 15 | 30 | 21 | 28 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 15 | 30 | 22 | 28 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 15 | 32 | 22 | 26 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 15 | 30 | 22 | 27 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 13 | 28 | 20 | 31 | 8 | ±2 | 2.9 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 15 | 31 | 21 | 26 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 12 | 20 | 20 | 36 | 12 | ±5 | 3.2 | ±0.2 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 16 | 26 | 21 | 29 | 7 | ±2 | 2.8 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 14 | 32 | 23 | 26 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 18 | 37 | 19 | 22 | 3 | ±2 | 2.6 | ±0.1 | <div></div> |
| SES | 100 | ±0 | 37 | 38 | 8 | 16 | 1 | ±10 | 2.1 | ±0.3 | <div></div> |
| Blue Collar Total | 100 | ±1 | 12 | 26 | 22 | 32 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±2 | 5 | 16 | 24 | 42 | 13 | ±6 | 3.4 | ±0.2 | <div></div> |
| WG 6 to 9 | 100 | ±1 | 10 | 24 | 18 | 37 | 11 | ±3 | 3.2 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 15 | 29 | 21 | 28 | 7 | ±3 | 2.8 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 14 | 28 | 24 | 28 | 6 | ±3 | 2.8 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 19 | 35 | 20 | 22 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 13 | 32 | 22 | 27 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Technical | 100 | ±1 | 15 | 28 | 22 | 29 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 13 | 23 | 22 | 32 | 10 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 23 | 28 | 16 | 28 | 5 | ±4 | 2.6 | ±0.1 | <div></div> |
| Blue Collar | 100 | ±1 | 12 | 26 | 22 | 32 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 20 | 35 | 20 | 22 | 4 | ±3 | 2.6 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 19 | 38 | 22 | 18 | 2 | ±2 | 2.5 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 100 | ±1 | 17 | 33 | 20 | 24 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 20 | 36 | 19 | 21 | 4 | ±3 | 2.5 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±0 | 14 | 34 | 21 | 26 | 5 | ±5 | 2.7 | ±0.2 | <div></div> |
| Wage Supervisor | 100 | ±1 | 16 | 29 | 21 | 29 | 5 | ±4 | 2.8 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 14 | 29 | 22 | 29 | 7 | ±1 | 2.9 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 15 | 30 | 21 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 10 | 15 | 22 | 39 | 14 | ±6 | 3.3 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 15 | 30 | 21 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 13 | 27 | 22 | 31 | 7 | ±3 | 2.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 15 | 30 | 22 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 9 | 21 | 21 | 38 | 11 | ±5 | 3.2 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 15 | 31 | 21 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 14 | 28 | 23 | 29 | 7 | ±1 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

52. How much do you agree or disagree with the following statements about your pay and benefits?**a. My pay is as good or better than the pay in non-federal organizations for the same type/level of work**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 14 | 30 | 21 | 28 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 16 | 30 | 21 | 26 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 16 | 29 | 21 | 27 | 6 | ±3 | 2.8 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 16 | 31 | 21 | 25 | 7 | ±2 | 2.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 100 | ±1 | 14 | 29 | 21 | 29 | 7 | ±1 | 2.9 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 16 | 32 | 22 | 26 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 15 | 31 | 20 | 27 | 7 | ±3 | 2.8 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 16 | 31 | 22 | 27 | 4 | ±3 | 2.7 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 16 | 32 | 22 | 26 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 16 | 32 | 21 | 25 | 6 | ±3 | 2.7 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 15 | 31 | 22 | 27 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 15 | 30 | 21 | 28 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 13 | 18 | 22 | 34 | 12 | ±5 | 3.1 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 15 | 30 | 22 | 27 | 7 | ±1 | 2.8 | ±0.1 | <div></div> |
| Optional Eligible | 100 | ±1 | 14 | 30 | 21 | 29 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 15 | 31 | 21 | 27 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 14 | 26 | 21 | 31 | 9 | ±2 | 3.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 15 | 29 | 20 | 29 | 8 | ±3 | 2.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 15 | 30 | 21 | 28 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 15 | 31 | 23 | 27 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 15 | 33 | 22 | 25 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 15 | 29 | 21 | 27 | 8 | ±3 | 2.8 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 16 | 29 | 21 | 27 | 7 | ±2 | 2.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 14 | 30 | 22 | 28 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 14 | 31 | 22 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| More Than 60 Years Old | 100 | ±1 | 14 | 29 | 23 | 29 | 5 | ±3 | 2.8 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 16 | 32 | 22 | 25 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| Female | 100 | ±1 | 13 | 26 | 21 | 32 | 9 | ±2 | 3.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 15 | 31 | 21 | 27 | 6 | ±1 | 2.8 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 14 | 27 | 23 | 29 | 7 | ±2 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 15 | 28 | 22 | 29 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 15 | 26 | 21 | 29 | 9 | ±3 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 11 | 26 | 28 | 29 | 6 | ±3 | 2.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 100 | ±1 | 10 | 23 | 22 | 35 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 14 | 28 | 22 | 29 | 6 | ±1 | 2.9 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 17 | 34 | 21 | 24 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 18 | 34 | 19 | 23 | 5 | ±2 | 2.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

52. How much do you agree or disagree with the following statements about your pay and benefits?**b. My benefits are as good or better than the benefits in non-federal organizations for the same type/level of work**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 8 | 19 | 24 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 8 | 20 | 23 | 39 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 7 | 18 | 24 | 40 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 9 | 20 | 24 | 38 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 8 | 19 | 23 | 41 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 8 | 19 | 24 | 40 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 9 | 15 | 25 | 38 | 12 | ±5 | 3.3 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 10 | 17 | 23 | 40 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 8 | 20 | 24 | 40 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 8 | 22 | 23 | 39 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| SES | 100 | ±0 | 13 | 22 | 21 | 42 | 3 | ±9 | 3.0 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 9 | 20 | 24 | 37 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±2 | 5 | 14 | 27 | 42 | 13 | ±6 | 3.4 | ±0.2 | <div></div> |
| WG 6 to 9 | 100 | ±1 | 8 | 20 | 20 | 39 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 11 | 22 | 24 | 35 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 9 | 21 | 28 | 34 | 8 | ±4 | 3.1 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 8 | 19 | 24 | 41 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 7 | 20 | 23 | 40 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 8 | 18 | 24 | 40 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 9 | 16 | 24 | 40 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 17 | 26 | 21 | 31 | 5 | ±4 | 2.8 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 9 | 20 | 24 | 37 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 8 | 17 | 23 | 43 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 8 | 20 | 25 | 40 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 9 | 21 | 22 | 39 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 10 | 23 | 22 | 36 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±2 | 10 | 22 | 26 | 36 | 6 | ±5 | 3.0 | ±0.2 | <div></div> |
| Wage Supervisor | 100 | ±1 | 9 | 22 | 25 | 36 | 8 | ±4 | 3.1 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 8 | 19 | 24 | 40 | 10 | ±1 | 3.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 8 | 20 | 23 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 9 | 13 | 35 | 33 | 9 | ±7 | 3.2 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 8 | 19 | 23 | 40 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 8 | 18 | 28 | 36 | 9 | ±3 | 3.2 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 8 | 19 | 23 | 40 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 9 | 18 | 32 | 32 | 9 | ±5 | 3.1 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 8 | 19 | 24 | 40 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 9 | 19 | 24 | 38 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

52. How much do you agree or disagree with the following statements about your pay and benefits?**b. My benefits are as good or better than the benefits in non-federal organizations for the same type/level of work**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 100 | ±1 | 8 | 19 | 24 | 40 | 9 | ±1 | 3.2 | ±0.1 | |
| Disability | 99 | ±1 | 11 | 20 | 24 | 36 | 10 | ±2 | 3.1 | ±0.1 | |
| Targeted Disability | 99 | ±1 | 11 | 20 | 25 | 34 | 10 | ±3 | 3.1 | ±0.1 | |
| Other Disability | 99 | ±1 | 10 | 20 | 24 | 37 | 9 | ±2 | 3.2 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 7 | 18 | 23 | 41 | 10 | ±1 | 3.3 | ±0.1 | |
| Veteran | 99 | ±1 | 10 | 21 | 24 | 36 | 8 | ±1 | 3.1 | ±0.1 | |
| 10 Point 30% | 99 | ±1 | 10 | 21 | 24 | 36 | 9 | ±3 | 3.1 | ±0.1 | |
| 10 Point Non-30% | 99 | ±1 | 10 | 22 | 25 | 35 | 8 | ±3 | 3.1 | ±0.1 | |
| 5 Point | 100 | ±1 | 9 | 21 | 24 | 37 | 8 | ±2 | 3.1 | ±0.1 | |
| No Preference | 99 | ±1 | 9 | 21 | 23 | 37 | 9 | ±3 | 3.2 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 8 | 20 | 23 | 40 | 9 | ±2 | 3.2 | ±0.1 | |
| FERS | 99 | ±1 | 8 | 19 | 23 | 39 | 10 | ±1 | 3.2 | ±0.1 | |
| Other Plan | 99 | ±1 | 12 | 17 | 35 | 28 | 8 | ±6 | 3.0 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 8 | 19 | 24 | 39 | 10 | ±1 | 3.2 | ±0.1 | |
| Optional Eligible | 99 | ±1 | 8 | 20 | 24 | 39 | 9 | ±2 | 3.2 | ±0.1 | |
| Discontinued Service | 99 | ±1 | 9 | 20 | 22 | 40 | 9 | ±2 | 3.2 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 8 | 19 | 26 | 37 | 10 | ±2 | 3.2 | ±0.1 | |
| 5 to 10 Years | 99 | ±1 | 9 | 16 | 24 | 41 | 11 | ±3 | 3.3 | ±0.1 | |
| 11 to 20 Years | 99 | ±1 | 9 | 19 | 23 | 39 | 10 | ±2 | 3.2 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 8 | 20 | 24 | 40 | 8 | ±2 | 3.2 | ±0.1 | |
| More Than 30 Years | 100 | ±1 | 9 | 21 | 23 | 38 | 9 | ±2 | 3.2 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 8 | 18 | 26 | 38 | 10 | ±3 | 3.2 | ±0.1 | |
| 31 to 40 Years Old | 100 | ±1 | 9 | 19 | 25 | 38 | 10 | ±2 | 3.2 | ±0.1 | |
| 41 to 50 Years Old | 99 | ±1 | 8 | 19 | 23 | 40 | 9 | ±2 | 3.2 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 8 | 20 | 23 | 39 | 9 | ±2 | 3.2 | ±0.1 | |
| More Than 60 Years Old | 99 | ±1 | 6 | 19 | 24 | 41 | 10 | ±3 | 3.3 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 9 | 21 | 25 | 38 | 8 | ±1 | 3.1 | ±0.1 | |
| Female | 99 | ±1 | 7 | 16 | 22 | 42 | 12 | ±2 | 3.3 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 8 | 20 | 23 | 40 | 9 | ±1 | 3.2 | ±0.1 | |
| Total Minority | 99 | ±1 | 9 | 19 | 26 | 38 | 9 | ±2 | 3.2 | ±0.1 | |
| Non-Hispanic Black | 99 | ±1 | 9 | 19 | 23 | 40 | 9 | ±2 | 3.2 | ±0.1 | |
| Hispanic | 99 | ±1 | 9 | 18 | 27 | 35 | 10 | ±3 | 3.2 | ±0.1 | |
| Non-Hispanic API | 99 | ±1 | 6 | 18 | 32 | 35 | 9 | ±3 | 3.2 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 7 | 18 | 23 | 41 | 11 | ±2 | 3.3 | ±0.1 | |
| Some College | 99 | ±1 | 9 | 19 | 24 | 38 | 9 | ±1 | 3.2 | ±0.1 | |
| 4-Year Degree | 100 | ±1 | 8 | 19 | 24 | 40 | 9 | ±2 | 3.2 | ±0.1 | |
| Graduate/Professional Degree | 100 | ±1 | 7 | 21 | 23 | 40 | 9 | ±2 | 3.2 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

a. Telework or telecommuting programs

1. Yes

2. No

3. Not available

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 100 | ±1 | 8 | 48 | 44 | ±1 | <div></div> |
| Army | 100 | ±1 | 8 | 48 | 44 | ±2 | <div></div> |
| Navy | 100 | ±1 | 8 | 47 | 45 | ±2 | <div></div> |
| Air Force | 99 | ±1 | 5 | 48 | 46 | ±2 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 9 | 49 | 41 | ±2 | <div></div> |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 100 | ±1 | 8 | 47 | 45 | ±1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 5 | 56 | 39 | ±5 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 7 | 49 | 44 | ±2 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 8 | 45 | 46 | ±2 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 12 | 44 | 44 | ±2 | <div></div> |
| SES | 100 | ±0 | 7 | 60 | 33 | ±9 | <div></div> |
| Blue Collar Total | 99 | ±1 | 5 | 52 | 43 | ±2 | <div></div> |
| WG 1 to 5 | 99 | ±2 | 5 | 56 | 39 | ±6 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 5 | 56 | 40 | ±4 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 4 | 51 | 45 | ±3 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 7 | 49 | 44 | ±4 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 100 | ±1 | 10 | 45 | 46 | ±2 | <div></div> |
| Administrative | 100 | ±1 | 9 | 46 | 45 | ±2 | <div></div> |
| Technical | 99 | ±1 | 7 | 50 | 43 | ±2 | <div></div> |
| Clerical | 99 | ±1 | 6 | 50 | 44 | ±3 | <div></div> |
| Other White Collar | 99 | ±1 | 7 | 53 | 40 | ±4 | <div></div> |
| Blue Collar | 99 | ±1 | 5 | 52 | 43 | ±2 | <div></div> |
| Scientists | 100 | ±1 | 9 | 49 | 42 | ±4 | <div></div> |
| Engineers | 100 | ±1 | 7 | 48 | 44 | ±2 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 100 | ±1 | 9 | 48 | 43 | ±2 | <div></div> |
| Manager | 100 | ±1 | 11 | 47 | 43 | ±3 | <div></div> |
| Wage Leader | 99 | ±1 | 7 | 50 | 43 | ±5 | <div></div> |
| Wage Supervisor | 100 | ±1 | 9 | 46 | 45 | ±4 | <div></div> |
| All Others | 100 | ±1 | 7 | 48 | 45 | ±1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 100 | ±1 | 8 | 48 | 44 | ±1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 6 | 48 | 46 | ±7 | <div></div> |
| CONUS | 100 | ±1 | 8 | 49 | 43 | ±1 | <div></div> |
| OCONUS | 100 | ±1 | 7 | 39 | 54 | ±3 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 100 | ±1 | 8 | 48 | 44 | ±1 | <div></div> |
| Non-Permanent | 100 | ±1 | 5 | 50 | 44 | ±5 | <div></div> |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 9 | 47 | 44 | ±1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 7 | 49 | 44 | ±2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

a. Telework or telecommuting programs

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 100 | ±1 | 8 | 48 | 44 | ±1 | <div></div> |
| Disability | 99 | ±1 | 9 | 48 | 44 | ±2 | <div></div> |
| Targeted Disability | 100 | ±1 | 9 | 48 | 44 | ±3 | <div></div> |
| Other Disability | 99 | ±1 | 8 | 48 | 43 | ±2 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 100 | ±1 | 8 | 48 | 44 | ±1 | <div></div> |
| Veteran | 100 | ±1 | 7 | 48 | 45 | ±1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 8 | 49 | 43 | ±3 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 7 | 48 | 45 | ±3 | <div></div> |
| 5 Point | 100 | ±1 | 7 | 48 | 45 | ±2 | <div></div> |
| No Preference | 99 | ±1 | 6 | 46 | 48 | ±3 | <div></div> |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 100 | ±1 | 8 | 49 | 43 | ±2 | <div></div> |
| FERS | 100 | ±1 | 8 | 47 | 45 | ±1 | <div></div> |
| Other Plan | 99 | ±1 | 6 | 46 | 48 | ±6 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 100 | ±1 | 7 | 47 | 46 | ±1 | <div></div> |
| Optional Eligible | 100 | ±1 | 8 | 51 | 41 | ±2 | <div></div> |
| Discontinued Service | 100 | ±1 | 7 | 47 | 46 | ±2 | <div></div> |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 7 | 52 | 42 | ±2 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 7 | 46 | 47 | ±3 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 8 | 46 | 45 | ±2 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 8 | 48 | 44 | ±2 | <div></div> |
| More Than 30 Years | 99 | ±1 | 8 | 50 | 42 | ±2 | <div></div> |
| AGE | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 7 | 53 | 40 | ±3 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 8 | 45 | 47 | ±2 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 8 | 46 | 46 | ±2 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 8 | 49 | 43 | ±2 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 9 | 52 | 39 | ±3 | <div></div> |
| GENDER | | | | | | | |
| Male | 100 | ±1 | 7 | 49 | 43 | ±1 | <div></div> |
| Female | 99 | ±1 | 8 | 46 | 46 | ±2 | <div></div> |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 7 | 47 | 46 | ±1 | <div></div> |
| Total Minority | 99 | ±1 | 8 | 51 | 41 | ±2 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 9 | 54 | 37 | ±2 | <div></div> |
| Hispanic | 99 | ±1 | 7 | 53 | 40 | ±3 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 10 | 45 | 45 | ±3 | <div></div> |
| EDUCATION | | | | | | | |
| No College | 99 | ±1 | 5 | 59 | 36 | ±2 | <div></div> |
| Some College | 99 | ±1 | 7 | 48 | 45 | ±1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 9 | 44 | 48 | ±2 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 10 | 45 | 45 | ±2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

b. Alternate-work-schedules (e.g., compressed schedule, flexible schedule)

1. Yes

2. No

3. Not available

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 100 | ±1 | 46 | 33 | 21 | ±1 | <div></div> |
| Army | 100 | ±1 | 47 | 35 | 19 | ±2 | <div></div> |
| Navy | 100 | ±1 | 49 | 32 | 20 | ±2 | <div></div> |
| Air Force | 100 | ±1 | 41 | 35 | 25 | ±2 | <div></div> |
| DoD Agencies and Activities | 100 | ±1 | 49 | 30 | 22 | ±2 | <div></div> |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 100 | ±1 | 50 | 31 | 19 | ±1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 32 | 42 | 26 | ±5 | <div></div> |
| GS 5 to 8 | 100 | ±1 | 42 | 36 | 22 | ±2 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 54 | 28 | 17 | ±2 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 55 | 29 | 16 | ±2 | <div></div> |
| SES | 100 | ±1 | 18 | 56 | 27 | ±9 | <div></div> |
| Blue Collar Total | 100 | ±1 | 33 | 39 | 28 | ±2 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 27 | 47 | 26 | ±6 | <div></div> |
| WG 6 to 9 | 100 | ±1 | 32 | 42 | 26 | ±4 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 34 | 38 | 28 | ±3 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 34 | 35 | 31 | ±4 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 100 | ±1 | 56 | 26 | 17 | ±2 | <div></div> |
| Administrative | 100 | ±1 | 53 | 30 | 17 | ±2 | <div></div> |
| Technical | 100 | ±1 | 47 | 34 | 19 | ±2 | <div></div> |
| Clerical | 99 | ±1 | 39 | 38 | 23 | ±3 | <div></div> |
| Other White Collar | 100 | ±1 | 20 | 44 | 36 | ±4 | <div></div> |
| Blue Collar | 100 | ±1 | 33 | 39 | 28 | ±2 | <div></div> |
| Scientists | 100 | ±1 | 53 | 31 | 16 | ±4 | <div></div> |
| Engineers | 100 | ±1 | 60 | 28 | 13 | ±2 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 100 | ±1 | 45 | 35 | 20 | ±2 | <div></div> |
| Manager | 100 | ±1 | 43 | 36 | 21 | ±3 | <div></div> |
| Wage Leader | 100 | ±1 | 33 | 37 | 30 | ±5 | <div></div> |
| Wage Supervisor | 100 | ±1 | 40 | 33 | 28 | ±4 | <div></div> |
| All Others | 100 | ±1 | 47 | 32 | 21 | ±1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 100 | ±1 | 46 | 33 | 21 | ±1 | <div></div> |
| Other Than Full-Time | 100 | ±1 | 39 | 33 | 28 | ±6 | <div></div> |
| CONUS | 100 | ±1 | 48 | 33 | 19 | ±1 | <div></div> |
| OCONUS | 100 | ±1 | 27 | 36 | 37 | ±3 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 100 | ±1 | 47 | 33 | 21 | ±1 | <div></div> |
| Non-Permanent | 100 | ±1 | 35 | 37 | 28 | ±5 | <div></div> |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 47 | 33 | 20 | ±1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 45 | 33 | 22 | ±1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

b. Alternate-work-schedules (e.g., compressed schedule, flexible schedule)

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 100 | ±1 | 47 | 32 | 21 | ±1 | <div></div> |
| Disability | 100 | ±1 | 42 | 35 | 23 | ±2 | <div></div> |
| Targeted Disability | 100 | ±1 | 41 | 35 | 24 | ±3 | <div></div> |
| Other Disability | 100 | ±1 | 43 | 35 | 22 | ±2 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 100 | ±1 | 51 | 30 | 19 | ±1 | <div></div> |
| Veteran | 100 | ±1 | 41 | 36 | 23 | ±1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 39 | 38 | 23 | ±3 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 42 | 36 | 22 | ±3 | <div></div> |
| 5 Point | 100 | ±1 | 40 | 36 | 23 | ±2 | <div></div> |
| No Preference | 100 | ±1 | 42 | 34 | 24 | ±3 | <div></div> |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 100 | ±1 | 49 | 32 | 19 | ±2 | <div></div> |
| FERS | 100 | ±1 | 45 | 33 | 22 | ±1 | <div></div> |
| Other Plan | 100 | ±1 | 37 | 34 | 29 | ±6 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 100 | ±1 | 47 | 32 | 21 | ±1 | <div></div> |
| Optional Eligible | 100 | ±1 | 44 | 35 | 21 | ±2 | <div></div> |
| Discontinued Service | 100 | ±1 | 47 | 32 | 21 | ±2 | <div></div> |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 40 | 36 | 24 | ±2 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 40 | 35 | 25 | ±3 | <div></div> |
| 11 to 20 Years | 100 | ±1 | 49 | 31 | 20 | ±2 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 48 | 32 | 20 | ±2 | <div></div> |
| More Than 30 Years | 100 | ±1 | 47 | 34 | 18 | ±2 | <div></div> |
| AGE | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 47 | 34 | 19 | ±3 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 45 | 31 | 23 | ±2 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 47 | 32 | 21 | ±2 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 46 | 33 | 20 | ±2 | <div></div> |
| More Than 60 Years Old | 100 | ±1 | 42 | 40 | 19 | ±3 | <div></div> |
| GENDER | | | | | | | |
| Male | 100 | ±1 | 44 | 35 | 21 | ±1 | <div></div> |
| Female | 100 | ±1 | 51 | 29 | 20 | ±2 | <div></div> |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 48 | 31 | 21 | ±1 | <div></div> |
| Total Minority | 99 | ±1 | 43 | 37 | 20 | ±2 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 45 | 38 | 17 | ±2 | <div></div> |
| Hispanic | 100 | ±1 | 38 | 39 | 23 | ±3 | <div></div> |
| Non-Hispanic API | 100 | ±1 | 44 | 33 | 23 | ±3 | <div></div> |
| EDUCATION | | | | | | | |
| No College | 99 | ±1 | 40 | 41 | 20 | ±2 | <div></div> |
| Some College | 100 | ±1 | 43 | 34 | 23 | ±1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 54 | 28 | 18 | ±2 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 49 | 31 | 20 | ±2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

c. Child care subsidies

1. Yes

2. No

3. Not available

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 99 | ±1 | 1 | 62 | 37 | ±1 | |
| Army | 99 | ±1 | 1 | 61 | 38 | ±2 | |
| Navy | 99 | ±1 | 1 | 62 | 37 | ±2 | |
| Air Force | 99 | ±1 | 1 | 65 | 35 | ±2 | |
| DoD Agencies and Activities | 99 | ±1 | 1 | 63 | 36 | ±2 | |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 99 | ±1 | 1 | 63 | 36 | ±1 | |
| GS 1 to 4 | 98 | ±1 | 2 | 63 | 35 | ±5 | |
| GS 5 to 8 | 99 | ±1 | 2 | 61 | 37 | ±2 | |
| GS 9 to 12 | 99 | ±1 | 1 | 64 | 35 | ±1 | |
| GS/GM 13 to 15 | 100 | ±1 | 0 | 64 | 35 | ±2 | |
| SES | 100 | ±1 | 0 | 72 | 28 | ±9 | |
| Blue Collar Total | 99 | ±1 | 1 | 59 | 40 | ±2 | |
| WG 1 to 5 | 98 | ±2 | 1 | 63 | 35 | ±6 | |
| WG 6 to 9 | 99 | ±1 | 1 | 62 | 38 | ±3 | |
| WG 10 to 15 | 99 | ±1 | 1 | 58 | 41 | ±3 | |
| WS/WL 1 to 19 | 99 | ±1 | 1 | 58 | 41 | ±4 | |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 99 | ±1 | 1 | 63 | 36 | ±2 | |
| Administrative | 99 | ±1 | 1 | 64 | 35 | ±2 | |
| Technical | 99 | ±1 | 1 | 63 | 36 | ±2 | |
| Clerical | 98 | ±1 | 2 | 61 | 37 | ±3 | |
| Other White Collar | 100 | ±1 | 0 | 63 | 36 | ±4 | |
| Blue Collar | 99 | ±1 | 1 | 59 | 40 | ±2 | |
| Scientists | 100 | ±1 | 1 | 64 | 35 | ±4 | |
| Engineers | 99 | ±1 | 1 | 65 | 35 | ±2 | |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 99 | ±1 | 1 | 61 | 38 | ±2 | |
| Manager | 100 | ±1 | 1 | 65 | 34 | ±3 | |
| Wage Leader | 99 | ±2 | 1 | 62 | 37 | ±5 | |
| Wage Supervisor | 99 | ±1 | 1 | 59 | 41 | ±4 | |
| All Others | 99 | ±1 | 1 | 63 | 37 | ±1 | |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 99 | ±1 | 1 | 63 | 36 | ±1 | |
| Other Than Full-Time | 99 | ±1 | 1 | 57 | 42 | ±7 | |
| CONUS | 99 | ±1 | 1 | 63 | 36 | ±1 | |
| OCONUS | 100 | ±1 | 2 | 53 | 46 | ±3 | |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 99 | ±1 | 1 | 63 | 36 | ±1 | |
| Non-Permanent | 99 | ±1 | 0 | 59 | 41 | ±5 | |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 1 | 62 | 37 | ±1 | |
| In Bargaining Unit | 99 | ±1 | 1 | 62 | 37 | ±1 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

c. Child care subsidies

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 99 | ±1 | 1 | 62 | 37 | ±1 | |
| Disability | 99 | ±1 | 1 | 65 | 34 | ±2 | |
| Targeted Disability | 99 | ±1 | 1 | 64 | 35 | ±3 | |
| Other Disability | 99 | ±1 | 1 | 65 | 34 | ±2 | |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 99 | ±1 | 1 | 62 | 37 | ±1 | |
| Veteran | 99 | ±1 | 1 | 63 | 37 | ±1 | |
| 10 Point 30% | 99 | ±1 | 1 | 64 | 35 | ±3 | |
| 10 Point Non-30% | 99 | ±1 | 1 | 66 | 33 | ±3 | |
| 5 Point | 99 | ±1 | 1 | 63 | 37 | ±2 | |
| No Preference | 99 | ±1 | 1 | 56 | 43 | ±3 | |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 99 | ±1 | 1 | 65 | 34 | ±2 | |
| FERS | 99 | ±1 | 1 | 61 | 38 | ±1 | |
| Other Plan | 99 | ±1 | 1 | 60 | 39 | ±6 | |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 99 | ±1 | 1 | 61 | 38 | ±1 | |
| Optional Eligible | 99 | ±1 | 1 | 66 | 33 | ±2 | |
| Discontinued Service | 99 | ±1 | 1 | 62 | 38 | ±2 | |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 1 | 64 | 35 | ±2 | |
| 5 to 10 Years | 99 | ±1 | 2 | 56 | 42 | ±3 | |
| 11 to 20 Years | 99 | ±1 | 1 | 60 | 39 | ±2 | |
| 21 to 30 Years | 99 | ±1 | 0 | 64 | 35 | ±2 | |
| More Than 30 Years | 99 | ±1 | 0 | 67 | 32 | ±2 | |
| AGE | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 2 | 62 | 36 | ±3 | |
| 31 to 40 Years Old | 100 | ±1 | 2 | 55 | 43 | ±2 | |
| 41 to 50 Years Old | 99 | ±1 | 1 | 60 | 39 | ±2 | |
| 51 to 60 Years Old | 99 | ±1 | 0 | 66 | 33 | ±2 | |
| More Than 60 Years Old | 99 | ±1 | 0 | 74 | 25 | ±3 | |
| GENDER | | | | | | | |
| Male | 99 | ±1 | 1 | 64 | 36 | ±1 | |
| Female | 99 | ±1 | 2 | 60 | 38 | ±2 | |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 1 | 63 | 37 | ±1 | |
| Total Minority | 99 | ±1 | 2 | 62 | 36 | ±2 | |
| Non-Hispanic Black | 99 | ±1 | 2 | 65 | 33 | ±2 | |
| Hispanic | 99 | ±1 | 1 | 62 | 37 | ±3 | |
| Non-Hispanic API | 98 | ±1 | 3 | 55 | 42 | ±4 | |
| EDUCATION | | | | | | | |
| No College | 99 | ±1 | 1 | 67 | 32 | ±2 | |
| Some College | 99 | ±1 | 1 | 61 | 38 | ±1 | |
| 4-Year Degree | 99 | ±1 | 1 | 61 | 38 | ±2 | |
| Graduate/Professional Degree | 99 | ±1 | 1 | 64 | 35 | ±2 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

d. Transportation subsidies

1. Yes

2. No

3. Not available

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 98 | ±1 | 7 | 56 | 37 | ±1 | |
| Army | 98 | ±1 | 7 | 51 | 41 | ±2 | |
| Navy | 98 | ±1 | 9 | 61 | 30 | ±2 | |
| Air Force | 98 | ±1 | 4 | 55 | 42 | ±2 | |
| DoD Agencies and Activities | 98 | ±1 | 9 | 58 | 33 | ±2 | |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 98 | ±1 | 7 | 56 | 37 | ±1 | |
| GS 1 to 4 | 98 | ±2 | 5 | 56 | 39 | ±5 | |
| GS 5 to 8 | 97 | ±1 | 7 | 53 | 39 | ±2 | |
| GS 9 to 12 | 98 | ±1 | 7 | 56 | 37 | ±2 | |
| GS/GM 13 to 15 | 98 | ±1 | 10 | 57 | 33 | ±2 | |
| SES | 100 | ±1 | 10 | 73 | 17 | ±9 | |
| Blue Collar Total | 98 | ±1 | 7 | 56 | 37 | ±2 | |
| WG 1 to 5 | 98 | ±2 | 9 | 58 | 33 | ±6 | |
| WG 6 to 9 | 99 | ±1 | 6 | 57 | 37 | ±4 | |
| WG 10 to 15 | 98 | ±1 | 7 | 55 | 38 | ±3 | |
| WS/WL 1 to 19 | 98 | ±1 | 8 | 56 | 37 | ±4 | |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 99 | ±1 | 8 | 56 | 37 | ±2 | |
| Administrative | 98 | ±1 | 8 | 57 | 35 | ±2 | |
| Technical | 97 | ±1 | 7 | 56 | 37 | ±2 | |
| Clerical | 97 | ±1 | 8 | 52 | 40 | ±3 | |
| Other White Collar | 98 | ±2 | 3 | 59 | 38 | ±4 | |
| Blue Collar | 98 | ±1 | 7 | 56 | 37 | ±2 | |
| Scientists | 99 | ±1 | 8 | 56 | 36 | ±4 | |
| Engineers | 99 | ±1 | 7 | 58 | 35 | ±2 | |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 98 | ±1 | 6 | 57 | 37 | ±2 | |
| Manager | 98 | ±1 | 7 | 58 | 36 | ±3 | |
| Wage Leader | 98 | ±2 | 8 | 57 | 35 | ±5 | |
| Wage Supervisor | 99 | ±1 | 6 | 56 | 38 | ±4 | |
| All Others | 98 | ±1 | 8 | 56 | 37 | ±1 | |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 98 | ±1 | 7 | 56 | 37 | ±1 | |
| Other Than Full-Time | 98 | ±3 | 4 | 52 | 43 | ±7 | |
| CONUS | 98 | ±1 | 7 | 57 | 36 | ±1 | |
| OCONUS | 98 | ±1 | 6 | 46 | 48 | ±3 | |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 98 | ±1 | 7 | 56 | 37 | ±1 | |
| Non-Permanent | 98 | ±2 | 6 | 55 | 38 | ±5 | |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 8 | 56 | 37 | ±1 | |
| In Bargaining Unit | 98 | ±1 | 7 | 56 | 37 | ±2 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

d. Transportation subsidies

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 98 | ±1 | 7 | 56 | 37 | ±1 | <div></div> |
| Disability | 98 | ±1 | 8 | 56 | 35 | ±2 | <div></div> |
| Targeted Disability | 98 | ±1 | 9 | 54 | 37 | ±3 | <div></div> |
| Other Disability | 98 | ±1 | 8 | 57 | 35 | ±2 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 98 | ±1 | 8 | 56 | 36 | ±1 | <div></div> |
| Veteran | 98 | ±1 | 6 | 55 | 38 | ±1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 5 | 58 | 38 | ±3 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 7 | 57 | 36 | ±3 | <div></div> |
| 5 Point | 98 | ±1 | 7 | 56 | 38 | ±2 | <div></div> |
| No Preference | 98 | ±1 | 5 | 50 | 45 | ±3 | <div></div> |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 98 | ±1 | 8 | 58 | 34 | ±2 | <div></div> |
| FERS | 98 | ±1 | 7 | 55 | 38 | ±1 | <div></div> |
| Other Plan | 98 | ±2 | 5 | 56 | 39 | ±6 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 99 | ±1 | 7 | 55 | 38 | ±1 | <div></div> |
| Optional Eligible | 97 | ±1 | 8 | 58 | 34 | ±2 | <div></div> |
| Discontinued Service | 98 | ±1 | 8 | 54 | 39 | ±2 | <div></div> |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 7 | 58 | 36 | ±2 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 6 | 52 | 42 | ±3 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 7 | 54 | 38 | ±2 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 8 | 57 | 36 | ±2 | <div></div> |
| More Than 30 Years | 97 | ±1 | 7 | 59 | 34 | ±2 | <div></div> |
| AGE | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 8 | 59 | 33 | ±3 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 7 | 51 | 42 | ±2 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 7 | 55 | 39 | ±2 | <div></div> |
| 51 to 60 Years Old | 97 | ±1 | 8 | 57 | 35 | ±2 | <div></div> |
| More Than 60 Years Old | 96 | ±1 | 8 | 64 | 28 | ±3 | <div></div> |
| GENDER | | | | | | | |
| Male | 98 | ±1 | 7 | 57 | 36 | ±1 | <div></div> |
| Female | 98 | ±1 | 8 | 54 | 38 | ±2 | <div></div> |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 6 | 56 | 38 | ±1 | <div></div> |
| Total Minority | 97 | ±1 | 10 | 56 | 34 | ±2 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 12 | 57 | 31 | ±2 | <div></div> |
| Hispanic | 97 | ±2 | 7 | 55 | 38 | ±3 | <div></div> |
| Non-Hispanic API | 97 | ±1 | 10 | 55 | 35 | ±3 | <div></div> |
| EDUCATION | | | | | | | |
| No College | 98 | ±1 | 8 | 61 | 31 | ±2 | <div></div> |
| Some College | 98 | ±1 | 7 | 55 | 38 | ±1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 8 | 55 | 38 | ±2 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 9 | 55 | 36 | ±2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

e. Employee assistance programs

1. Yes

2. No

3. Not available

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 97 | ±1 | 4 | 79 | 17 | ±1 | |
| Army | 97 | ±1 | 4 | 77 | 18 | ±2 | |
| Navy | 97 | ±1 | 4 | 83 | 13 | ±1 | |
| Air Force | 97 | ±1 | 3 | 77 | 20 | ±2 | |
| DoD Agencies and Activities | 97 | ±1 | 6 | 79 | 15 | ±2 | |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 97 | ±1 | 4 | 80 | 16 | ±1 | |
| GS 1 to 4 | 97 | ±2 | 5 | 70 | 25 | ±5 | |
| GS 5 to 8 | 96 | ±1 | 6 | 75 | 19 | ±2 | |
| GS 9 to 12 | 97 | ±1 | 4 | 82 | 14 | ±1 | |
| GS/GM 13 to 15 | 97 | ±1 | 3 | 84 | 13 | ±2 | |
| SES | 97 | ±3 | 2 | 89 | 9 | ±9 | |
| Blue Collar Total | 97 | ±1 | 5 | 77 | 18 | ±2 | |
| WG 1 to 5 | 97 | ±2 | 8 | 73 | 20 | ±5 | |
| WG 6 to 9 | 97 | ±2 | 5 | 74 | 21 | ±3 | |
| WG 10 to 15 | 97 | ±1 | 4 | 77 | 19 | ±2 | |
| WS/WL 1 to 19 | 98 | ±1 | 5 | 84 | 12 | ±3 | |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 97 | ±1 | 3 | 82 | 15 | ±2 | |
| Administrative | 97 | ±1 | 4 | 82 | 14 | ±1 | |
| Technical | 97 | ±1 | 5 | 77 | 18 | ±2 | |
| Clerical | 96 | ±1 | 5 | 72 | 23 | ±3 | |
| Other White Collar | 97 | ±2 | 4 | 80 | 16 | ±4 | |
| Blue Collar | 97 | ±1 | 5 | 77 | 18 | ±2 | |
| Scientists | 98 | ±1 | 3 | 83 | 14 | ±3 | |
| Engineers | 97 | ±1 | 3 | 84 | 13 | ±2 | |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 97 | ±1 | 4 | 81 | 15 | ±2 | |
| Manager | 97 | ±1 | 3 | 84 | 13 | ±2 | |
| Wage Leader | 97 | ±2 | 5 | 80 | 15 | ±4 | |
| Wage Supervisor | 97 | ±2 | 5 | 81 | 13 | ±4 | |
| All Others | 97 | ±1 | 4 | 78 | 17 | ±1 | |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 97 | ±1 | 4 | 80 | 16 | ±1 | |
| Other Than Full-Time | 98 | ±2 | 3 | 68 | 28 | ±6 | |
| CONUS | 97 | ±1 | 4 | 80 | 16 | ±1 | |
| OCONUS | 97 | ±1 | 4 | 69 | 27 | ±3 | |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 97 | ±1 | 4 | 80 | 16 | ±1 | |
| Non-Permanent | 98 | ±1 | 4 | 70 | 25 | ±5 | |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 97 | ±1 | 4 | 80 | 16 | ±1 | |
| In Bargaining Unit | 97 | ±1 | 5 | 78 | 17 | ±1 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

e. Employee assistance programs

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 97 | ±1 | 4 | 79 | 17 | ±1 | |
| Disability | 96 | ±1 | 6 | 78 | 16 | ±2 | |
| Targeted Disability | 96 | ±2 | 7 | 75 | 18 | ±3 | |
| Other Disability | 96 | ±1 | 5 | 79 | 16 | ±2 | |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 97 | ±1 | 5 | 80 | 16 | ±1 | |
| Veteran | 97 | ±1 | 4 | 79 | 18 | ±1 | |
| 10 Point 30% | 96 | ±1 | 5 | 76 | 19 | ±3 | |
| 10 Point Non-30% | 96 | ±1 | 4 | 79 | 17 | ±3 | |
| 5 Point | 97 | ±1 | 4 | 79 | 17 | ±1 | |
| No Preference | 98 | ±1 | 4 | 77 | 19 | ±3 | |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 96 | ±1 | 4 | 83 | 13 | ±1 | |
| FERS | 97 | ±1 | 4 | 78 | 18 | ±1 | |
| Other Plan | 97 | ±2 | 3 | 68 | 29 | ±6 | |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 97 | ±1 | 4 | 78 | 17 | ±1 | |
| Optional Eligible | 97 | ±1 | 5 | 79 | 16 | ±1 | |
| Discontinued Service | 97 | ±1 | 4 | 81 | 15 | ±2 | |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 4 | 76 | 20 | ±2 | |
| 5 to 10 Years | 98 | ±1 | 4 | 74 | 22 | ±2 | |
| 11 to 20 Years | 97 | ±1 | 5 | 78 | 18 | ±1 | |
| 21 to 30 Years | 96 | ±1 | 4 | 82 | 14 | ±1 | |
| More Than 30 Years | 96 | ±1 | 4 | 83 | 13 | ±2 | |
| AGE | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 5 | 76 | 20 | ±3 | |
| 31 to 40 Years Old | 98 | ±1 | 5 | 75 | 21 | ±2 | |
| 41 to 50 Years Old | 97 | ±1 | 4 | 80 | 16 | ±1 | |
| 51 to 60 Years Old | 96 | ±1 | 4 | 81 | 15 | ±1 | |
| More Than 60 Years Old | 95 | ±2 | 4 | 82 | 14 | ±3 | |
| GENDER | | | | | | | |
| Male | 97 | ±1 | 4 | 80 | 16 | ±1 | |
| Female | 97 | ±1 | 5 | 77 | 18 | ±2 | |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 97 | ±1 | 4 | 81 | 16 | ±1 | |
| Total Minority | 96 | ±1 | 6 | 75 | 19 | ±2 | |
| Non-Hispanic Black | 96 | ±1 | 7 | 77 | 16 | ±2 | |
| Hispanic | 96 | ±1 | 4 | 74 | 22 | ±3 | |
| Non-Hispanic API | 96 | ±2 | 6 | 74 | 20 | ±3 | |
| EDUCATION | | | | | | | |
| No College | 96 | ±1 | 5 | 80 | 15 | ±2 | |
| Some College | 97 | ±1 | 5 | 78 | 18 | ±1 | |
| 4-Year Degree | 97 | ±1 | 4 | 80 | 16 | ±2 | |
| Graduate/Professional Degree | 97 | ±1 | 4 | 81 | 15 | ±2 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

f. Support groups

1. Yes

2. No

3. Not available

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 100 | ±1 | 2 | 78 | 19 | ±1 | |
| Army | 100 | ±1 | 3 | 77 | 21 | ±2 | |
| Navy | 100 | ±1 | 2 | 79 | 19 | ±1 | |
| Air Force | 100 | ±1 | 3 | 82 | 15 | ±2 | |
| DoD Agencies and Activities | 100 | ±1 | 3 | 76 | 21 | ±2 | |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 100 | ±1 | 2 | 78 | 19 | ±1 | |
| GS 1 to 4 | 99 | ±1 | 3 | 72 | 25 | ±4 | |
| GS 5 to 8 | 100 | ±1 | 4 | 73 | 23 | ±2 | |
| GS 9 to 12 | 100 | ±1 | 2 | 81 | 18 | ±1 | |
| GS/GM 13 to 15 | 100 | ±1 | 1 | 82 | 17 | ±2 | |
| SES | 100 | ±1 | 0 | 87 | 12 | ±8 | |
| Blue Collar Total | 100 | ±1 | 3 | 78 | 18 | ±2 | |
| WG 1 to 5 | 99 | ±1 | 5 | 73 | 22 | ±5 | |
| WG 6 to 9 | 100 | ±1 | 3 | 77 | 20 | ±3 | |
| WG 10 to 15 | 100 | ±1 | 3 | 80 | 17 | ±2 | |
| WS/WL 1 to 19 | 100 | ±1 | 2 | 82 | 16 | ±3 | |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 100 | ±1 | 1 | 81 | 18 | ±2 | |
| Administrative | 100 | ±1 | 2 | 80 | 18 | ±1 | |
| Technical | 100 | ±1 | 3 | 76 | 21 | ±2 | |
| Clerical | 99 | ±1 | 3 | 71 | 25 | ±3 | |
| Other White Collar | 100 | ±1 | 3 | 80 | 17 | ±4 | |
| Blue Collar | 100 | ±1 | 3 | 78 | 19 | ±2 | |
| Scientists | 99 | ±2 | 1 | 82 | 17 | ±3 | |
| Engineers | 100 | ±1 | 1 | 83 | 16 | ±2 | |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 100 | ±1 | 2 | 80 | 18 | ±2 | |
| Manager | 100 | ±1 | 2 | 82 | 16 | ±2 | |
| Wage Leader | 100 | ±1 | 3 | 80 | 17 | ±4 | |
| Wage Supervisor | 100 | ±1 | 3 | 82 | 16 | ±4 | |
| All Others | 100 | ±1 | 2 | 78 | 20 | ±1 | |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 100 | ±1 | 2 | 79 | 19 | ±1 | |
| Other Than Full-Time | 100 | ±1 | 4 | 69 | 26 | ±6 | |
| CONUS | 100 | ±1 | 2 | 79 | 18 | ±1 | |
| OCONUS | 100 | ±1 | 4 | 69 | 27 | ±3 | |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 100 | ±1 | 2 | 79 | 19 | ±1 | |
| Non-Permanent | 100 | ±1 | 4 | 73 | 23 | ±4 | |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 2 | 79 | 19 | ±1 | |
| In Bargaining Unit | 100 | ±1 | 3 | 78 | 19 | ±1 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

f. Support groups

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 100 | ±1 | 2 | 79 | 19 | ±1 | |
| Disability | 100 | ±1 | 4 | 76 | 21 | ±2 | |
| Targeted Disability | 99 | ±1 | 5 | 74 | 22 | ±3 | |
| Other Disability | 100 | ±1 | 3 | 77 | 20 | ±2 | |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 100 | ±1 | 2 | 78 | 20 | ±1 | |
| Veteran | 100 | ±1 | 3 | 79 | 19 | ±1 | |
| 10 Point 30% | 99 | ±1 | 4 | 78 | 18 | ±3 | |
| 10 Point Non-30% | 100 | ±1 | 3 | 79 | 18 | ±3 | |
| 5 Point | 100 | ±1 | 2 | 79 | 18 | ±1 | |
| No Preference | 100 | ±1 | 2 | 77 | 21 | ±3 | |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 100 | ±1 | 2 | 81 | 17 | ±1 | |
| FERS | 100 | ±1 | 3 | 77 | 20 | ±1 | |
| Other Plan | 99 | ±1 | 3 | 74 | 24 | ±5 | |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 100 | ±1 | 2 | 78 | 20 | ±1 | |
| Optional Eligible | 100 | ±1 | 3 | 79 | 17 | ±1 | |
| Discontinued Service | 100 | ±1 | 2 | 78 | 19 | ±2 | |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 3 | 78 | 19 | ±2 | |
| 5 to 10 Years | 100 | ±1 | 3 | 75 | 22 | ±2 | |
| 11 to 20 Years | 100 | ±1 | 3 | 77 | 20 | ±1 | |
| 21 to 30 Years | 100 | ±1 | 2 | 80 | 18 | ±1 | |
| More Than 30 Years | 100 | ±1 | 2 | 81 | 17 | ±2 | |
| AGE | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 3 | 78 | 20 | ±3 | |
| 31 to 40 Years Old | 100 | ±1 | 3 | 75 | 22 | ±2 | |
| 41 to 50 Years Old | 100 | ±1 | 2 | 78 | 20 | ±1 | |
| 51 to 60 Years Old | 100 | ±1 | 3 | 80 | 18 | ±1 | |
| More Than 60 Years Old | 100 | ±1 | 3 | 83 | 14 | ±3 | |
| GENDER | | | | | | | |
| Male | 100 | ±1 | 2 | 81 | 17 | ±1 | |
| Female | 100 | ±1 | 3 | 74 | 23 | ±2 | |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 2 | 79 | 19 | ±1 | |
| Total Minority | 100 | ±1 | 4 | 76 | 20 | ±2 | |
| Non-Hispanic Black | 100 | ±1 | 4 | 77 | 19 | ±2 | |
| Hispanic | 99 | ±1 | 4 | 78 | 18 | ±3 | |
| Non-Hispanic API | 99 | ±1 | 6 | 72 | 21 | ±3 | |
| EDUCATION | | | | | | | |
| No College | 99 | ±1 | 4 | 81 | 16 | ±2 | |
| Some College | 100 | ±1 | 3 | 77 | 20 | ±1 | |
| 4-Year Degree | 100 | ±1 | 2 | 79 | 19 | ±2 | |
| Graduate/Professional Degree | 100 | ±1 | 2 | 80 | 18 | ±2 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

g. Health and wellness programs

1. Yes

2. No

3. Not available

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 100 | ±1 | 16 | 69 | 15 | ±1 | <div></div> |
| Army | 100 | ±1 | 16 | 67 | 16 | ±2 | <div></div> |
| Navy | 100 | ±1 | 12 | 72 | 16 | ±2 | <div></div> |
| Air Force | 99 | ±1 | 18 | 70 | 11 | ±2 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 16 | 67 | 17 | ±2 | <div></div> |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 100 | ±1 | 17 | 68 | 15 | ±1 | <div></div> |
| GS 1 to 4 | 100 | ±1 | 14 | 65 | 21 | ±5 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 17 | 65 | 18 | ±2 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 17 | 70 | 13 | ±1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 18 | 69 | 12 | ±2 | <div></div> |
| SES | 100 | ±1 | 12 | 79 | 10 | ±8 | <div></div> |
| Blue Collar Total | 99 | ±1 | 11 | 73 | 16 | ±2 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 12 | 67 | 21 | ±6 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 12 | 71 | 17 | ±3 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 11 | 74 | 15 | ±3 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 9 | 78 | 13 | ±3 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 100 | ±1 | 18 | 69 | 14 | ±2 | <div></div> |
| Administrative | 100 | ±1 | 18 | 69 | 13 | ±2 | <div></div> |
| Technical | 99 | ±1 | 15 | 68 | 17 | ±2 | <div></div> |
| Clerical | 99 | ±1 | 18 | 63 | 19 | ±3 | <div></div> |
| Other White Collar | 99 | ±1 | 15 | 72 | 13 | ±4 | <div></div> |
| Blue Collar | 99 | ±1 | 11 | 73 | 16 | ±2 | <div></div> |
| Scientists | 100 | ±1 | 18 | 68 | 14 | ±3 | <div></div> |
| Engineers | 100 | ±1 | 14 | 74 | 12 | ±2 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 100 | ±1 | 16 | 70 | 14 | ±2 | <div></div> |
| Manager | 100 | ±1 | 17 | 70 | 13 | ±3 | <div></div> |
| Wage Leader | 100 | ±1 | 10 | 76 | 14 | ±5 | <div></div> |
| Wage Supervisor | 100 | ±1 | 11 | 74 | 15 | ±4 | <div></div> |
| All Others | 100 | ±1 | 16 | 69 | 15 | ±1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 100 | ±1 | 16 | 70 | 15 | ±1 | <div></div> |
| Other Than Full-Time | 99 | ±1 | 12 | 64 | 24 | ±6 | <div></div> |
| CONUS | 100 | ±1 | 16 | 70 | 14 | ±1 | <div></div> |
| OCONUS | 100 | ±1 | 15 | 62 | 23 | ±3 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 100 | ±1 | 16 | 69 | 15 | ±1 | <div></div> |
| Non-Permanent | 99 | ±1 | 14 | 66 | 20 | ±5 | <div></div> |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 16 | 69 | 15 | ±1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 15 | 69 | 15 | ±1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

g. Health and wellness programs

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 100 | ±1 | 16 | 69 | 15 | ±1 | |
| Disability | 99 | ±1 | 15 | 69 | 16 | ±2 | |
| Targeted Disability | 99 | ±1 | 13 | 70 | 17 | ±3 | |
| Other Disability | 99 | ±1 | 16 | 69 | 15 | ±2 | |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 100 | ±1 | 17 | 68 | 15 | ±1 | |
| Veteran | 99 | ±1 | 14 | 71 | 15 | ±1 | |
| 10 Point 30% | 99 | ±1 | 14 | 71 | 15 | ±3 | |
| 10 Point Non-30% | 100 | ±1 | 15 | 69 | 15 | ±3 | |
| 5 Point | 100 | ±1 | 13 | 72 | 15 | ±2 | |
| No Preference | 100 | ±1 | 16 | 67 | 17 | ±3 | |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 100 | ±1 | 15 | 72 | 14 | ±1 | |
| FERS | 100 | ±1 | 16 | 68 | 16 | ±1 | |
| Other Plan | 99 | ±1 | 13 | 66 | 21 | ±5 | |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 100 | ±1 | 16 | 68 | 16 | ±1 | |
| Optional Eligible | 99 | ±1 | 15 | 71 | 14 | ±2 | |
| Discontinued Service | 99 | ±1 | 15 | 70 | 15 | ±2 | |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 100 | ±1 | 15 | 70 | 15 | ±2 | |
| 5 to 10 Years | 100 | ±1 | 16 | 67 | 18 | ±3 | |
| 11 to 20 Years | 100 | ±1 | 17 | 67 | 16 | ±2 | |
| 21 to 30 Years | 100 | ±1 | 15 | 71 | 14 | ±2 | |
| More Than 30 Years | 99 | ±1 | 13 | 73 | 14 | ±2 | |
| AGE | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 16 | 68 | 15 | ±3 | |
| 31 to 40 Years Old | 100 | ±1 | 16 | 66 | 18 | ±2 | |
| 41 to 50 Years Old | 100 | ±1 | 16 | 68 | 15 | ±1 | |
| 51 to 60 Years Old | 99 | ±1 | 15 | 71 | 14 | ±2 | |
| More Than 60 Years Old | 99 | ±1 | 12 | 76 | 12 | ±3 | |
| GENDER | | | | | | | |
| Male | 100 | ±1 | 13 | 73 | 14 | ±1 | |
| Female | 100 | ±1 | 20 | 63 | 17 | ±2 | |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 14 | 71 | 15 | ±1 | |
| Total Minority | 99 | ±1 | 18 | 66 | 16 | ±2 | |
| Non-Hispanic Black | 99 | ±1 | 21 | 65 | 15 | ±2 | |
| Hispanic | 99 | ±1 | 17 | 68 | 15 | ±3 | |
| Non-Hispanic API | 99 | ±1 | 16 | 66 | 18 | ±3 | |
| EDUCATION | | | | | | | |
| No College | 99 | ±1 | 10 | 77 | 13 | ±2 | |
| Some College | 99 | ±1 | 15 | 69 | 16 | ±1 | |
| 4-Year Degree | 100 | ±1 | 17 | 68 | 15 | ±2 | |
| Graduate/Professional Degree | 100 | ±1 | 21 | 67 | 13 | ±2 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

h. Elder care programs

1. Yes

2. No

3. Not available

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 99 | ±1 | 1 | 71 | 28 | ±1 | |
| Army | 99 | ±1 | 1 | 68 | 31 | ±2 | |
| Navy | 99 | ±1 | 1 | 72 | 28 | ±2 | |
| Air Force | 99 | ±1 | 0 | 74 | 26 | ±2 | |
| DoD Agencies and Activities | 99 | ±1 | 1 | 71 | 29 | ±2 | |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 99 | ±1 | 1 | 71 | 29 | ±1 | |
| GS 1 to 4 | 98 | ±2 | 1 | 70 | 29 | ±4 | |
| GS 5 to 8 | 99 | ±1 | 1 | 68 | 32 | ±2 | |
| GS 9 to 12 | 99 | ±1 | 1 | 72 | 28 | ±1 | |
| GS/GM 13 to 15 | 99 | ±1 | 0 | 73 | 27 | ±2 | |
| SES | 99 | ±1 | 0 | 81 | 19 | ±8 | |
| Blue Collar Total | 99 | ±1 | 1 | 72 | 28 | ±2 | |
| WG 1 to 5 | 98 | ±2 | 2 | 70 | 28 | ±5 | |
| WG 6 to 9 | 99 | ±1 | 1 | 72 | 27 | ±3 | |
| WG 10 to 15 | 99 | ±1 | 0 | 72 | 28 | ±3 | |
| WS/WL 1 to 19 | 99 | ±1 | 1 | 73 | 27 | ±3 | |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 99 | ±1 | 0 | 71 | 29 | ±2 | |
| Administrative | 99 | ±1 | 0 | 72 | 28 | ±2 | |
| Technical | 99 | ±1 | 1 | 70 | 29 | ±2 | |
| Clerical | 99 | ±1 | 1 | 67 | 32 | ±3 | |
| Other White Collar | 100 | ±1 | 0 | 75 | 25 | ±4 | |
| Blue Collar | 99 | ±1 | 1 | 71 | 28 | ±2 | |
| Scientists | 99 | ±1 | 0 | 72 | 27 | ±3 | |
| Engineers | 100 | ±1 | 0 | 75 | 25 | ±2 | |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 99 | ±1 | 1 | 70 | 30 | ±2 | |
| Manager | 99 | ±1 | 0 | 73 | 27 | ±3 | |
| Wage Leader | 99 | ±1 | 1 | 75 | 24 | ±5 | |
| Wage Supervisor | 99 | ±1 | 1 | 70 | 30 | ±4 | |
| All Others | 99 | ±1 | 1 | 71 | 29 | ±1 | |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 99 | ±1 | 1 | 71 | 28 | ±1 | |
| Other Than Full-Time | 99 | ±2 | 0 | 65 | 34 | ±6 | |
| CONUS | 99 | ±1 | 1 | 72 | 27 | ±1 | |
| OCONUS | 99 | ±1 | 1 | 60 | 39 | ±3 | |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 99 | ±1 | 1 | 71 | 28 | ±1 | |
| Non-Permanent | 99 | ±1 | 0 | 69 | 31 | ±5 | |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 0 | 71 | 29 | ±1 | |
| In Bargaining Unit | 99 | ±1 | 1 | 71 | 28 | ±1 | |

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

h. Elder care programs

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 99 | ±1 | 1 | 71 | 28 | ±1 | |
| Disability | 99 | ±1 | 1 | 70 | 29 | ±2 | |
| Targeted Disability | 99 | ±1 | 1 | 70 | 29 | ±3 | |
| Other Disability | 99 | ±1 | 1 | 71 | 29 | ±2 | |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 99 | ±1 | 1 | 70 | 29 | ±1 | |
| Veteran | 99 | ±1 | 1 | 72 | 28 | ±1 | |
| 10 Point 30% | 99 | ±1 | 1 | 73 | 25 | ±3 | |
| 10 Point Non-30% | 100 | ±1 | 0 | 72 | 27 | ±3 | |
| 5 Point | 99 | ±1 | 1 | 72 | 28 | ±2 | |
| No Preference | 99 | ±1 | 0 | 70 | 30 | ±3 | |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 99 | ±1 | 1 | 71 | 28 | ±1 | |
| FERS | 99 | ±1 | 1 | 71 | 28 | ±1 | |
| Other Plan | 99 | ±1 | 0 | 68 | 32 | ±6 | |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 99 | ±1 | 0 | 71 | 29 | ±1 | |
| Optional Eligible | 99 | ±1 | 1 | 72 | 27 | ±2 | |
| Discontinued Service | 99 | ±1 | 1 | 68 | 31 | ±2 | |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 0 | 74 | 26 | ±2 | |
| 5 to 10 Years | 99 | ±1 | 1 | 69 | 30 | ±3 | |
| 11 to 20 Years | 99 | ±1 | 1 | 70 | 30 | ±2 | |
| 21 to 30 Years | 99 | ±1 | 1 | 71 | 29 | ±2 | |
| More Than 30 Years | 99 | ±1 | 0 | 72 | 28 | ±2 | |
| AGE | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 1 | 74 | 26 | ±3 | |
| 31 to 40 Years Old | 100 | ±1 | 0 | 69 | 31 | ±2 | |
| 41 to 50 Years Old | 99 | ±1 | 0 | 70 | 30 | ±1 | |
| 51 to 60 Years Old | 99 | ±1 | 1 | 72 | 28 | ±2 | |
| More Than 60 Years Old | 99 | ±1 | 1 | 76 | 23 | ±3 | |
| GENDER | | | | | | | |
| Male | 99 | ±1 | 0 | 74 | 26 | ±1 | |
| Female | 99 | ±1 | 1 | 66 | 33 | ±2 | |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 0 | 71 | 28 | ±1 | |
| Total Minority | 99 | ±1 | 1 | 70 | 29 | ±2 | |
| Non-Hispanic Black | 99 | ±1 | 1 | 72 | 27 | ±2 | |
| Hispanic | 99 | ±1 | 1 | 72 | 28 | ±3 | |
| Non-Hispanic API | 99 | ±1 | 1 | 66 | 32 | ±3 | |
| EDUCATION | | | | | | | |
| No College | 99 | ±1 | 1 | 76 | 23 | ±2 | |
| Some College | 99 | ±1 | 1 | 70 | 29 | ±1 | |
| 4-Year Degree | 99 | ±1 | 0 | 71 | 29 | ±2 | |
| Graduate/Professional Degree | 100 | ±1 | 0 | 70 | 29 | ±2 | |

Note. Percent responding are Civilian employees who answered the question.

54. Are you in your organization's eligible pool to telework or telecommute?

1. Yes

2. No






































3. Don't know

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 48 | ±1 | 8 | 52 | 40 | ±1 | <div><div></div></div> |
| Army | 48 | ±2 | 8 | 50 | 41 | ±2 | <div><div></div></div> |
| Navy | 47 | ±2 | 9 | 55 | 36 | ±2 | <div><div></div></div> |
| Air Force | 48 | ±2 | 5 | 52 | 44 | ±2 | <div><div></div></div> |
| DoD Agencies and Activities | 49 | ±2 | 12 | 51 | 36 | ±3 | <div><div></div></div> |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 47 | ±1 | 10 | 53 | 38 | ±2 | <div><div></div></div> |
| GS 1 to 4 | 56 | ±5 | 3 | 49 | 48 | ±6 | <div><div></div></div> |
| GS 5 to 8 | 49 | ±2 | 4 | 52 | 43 | ±3 | <div><div></div></div> |
| GS 9 to 12 | 45 | ±2 | 10 | 52 | 37 | ±2 | <div><div></div></div> |
| GS/GM 13 to 15 | 43 | ±2 | 19 | 56 | 25 | ±3 | <div><div></div></div> |
| SES | 59 | ±8 | 11 | 73 | NR | ±13 | <div><div></div></div> |
| Blue Collar Total | 52 | ±2 | 4 | 50 | 46 | ±3 | <div><div></div></div> |
| WG 1 to 5 | 55 | ±6 | 3 | 51 | 46 | ±8 | <div><div></div></div> |
| WG 6 to 9 | 55 | ±4 | 4 | 47 | 49 | ±5 | <div><div></div></div> |
| WG 10 to 15 | 51 | ±3 | 3 | 51 | 45 | ±4 | <div><div></div></div> |
| WS/WL 1 to 19 | 48 | ±4 | 4 | 52 | 44 | ±5 | <div><div></div></div> |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 44 | ±2 | 15 | 47 | 38 | ±2 | <div><div></div></div> |
| Administrative | 46 | ±2 | 12 | 57 | 31 | ±2 | <div><div></div></div> |
| Technical | 50 | ±2 | 5 | 54 | 42 | ±3 | <div><div></div></div> |
| Clerical | 50 | ±3 | 5 | 50 | 45 | ±4 | <div><div></div></div> |
| Other White Collar | 53 | ±4 | 2 | 46 | 52 | ±6 | <div><div></div></div> |
| Blue Collar | 51 | ±2 | 4 | 50 | 46 | ±3 | <div><div></div></div> |
| Scientists | 49 | ±4 | 13 | 45 | 42 | ±5 | <div><div></div></div> |
| Engineers | 48 | ±2 | 12 | 48 | 40 | ±3 | <div><div></div></div> |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 48 | ±2 | 11 | 58 | 32 | ±3 | <div><div></div></div> |
| Manager | 47 | ±3 | 14 | 65 | 21 | ±4 | <div><div></div></div> |
| Wage Leader | 50 | ±5 | 8 | 49 | 43 | ±7 | <div><div></div></div> |
| Wage Supervisor | 46 | ±4 | 6 | 55 | 40 | ±6 | <div><div></div></div> |
| All Others | 48 | ±1 | 8 | 50 | 42 | ±2 | <div><div></div></div> |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 48 | ±1 | 9 | 52 | 39 | ±1 | <div><div></div></div> |
| Other Than Full-Time | 48 | ±6 | 4 | 52 | 44 | ±9 | <div><div></div></div> |
| CONUS | 49 | ±1 | 9 | 52 | 39 | ±1 | <div><div></div></div> |
| OCONUS | 38 | ±3 | 5 | 51 | 43 | ±4 | <div><div></div></div> |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 48 | ±1 | 9 | 52 | 39 | ±1 | <div><div></div></div> |
| Non-Permanent | 50 | ±5 | 2 | 48 | 49 | ±6 | <div><div></div></div> |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 47 | ±1 | 10 | 55 | 34 | ±2 | <div><div></div></div> |
| In Bargaining Unit | 49 | ±2 | 6 | 48 | 46 | ±2 | <div><div></div></div> |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

54. Are you in your organization's eligible pool to telework or telecommute?

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|---|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 48 | ±1 | 9 | 52 | 39 | ±2 |  |
| Disability | 48 | ±2 | 7 | 50 | 42 | ±3 |  |
| Targeted Disability | 47 | ±3 | 8 | 49 | 43 | ±5 |  |
| Other Disability | 48 | ±2 | 7 | 50 | 42 | ±3 |  |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 48 | ±1 | 10 | 50 | 40 | ±2 |  |
| Veteran | 48 | ±1 | 7 | 54 | 39 | ±2 |  |
| 10 Point 30% | 49 | ±3 | 7 | 54 | 40 | ±4 |  |
| 10 Point Non-30% | 48 | ±3 | 6 | 55 | 39 | ±4 |  |
| 5 Point | 48 | ±2 | 7 | 54 | 39 | ±2 |  |
| No Preference | 46 | ±3 | 7 | 56 | 37 | ±5 |  |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 49 | ±2 | 10 | 53 | 37 | ±2 |  |
| FERS | 47 | ±1 | 8 | 51 | 41 | ±2 |  |
| Other Plan | 46 | ±6 | 3 | 52 | 44 | ±8 |  |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 47 | ±1 | 8 | 51 | 40 | ±2 |  |
| Optional Eligible | 50 | ±2 | 8 | 52 | 39 | ±2 |  |
| Discontinued Service | 47 | ±2 | 10 | 53 | 37 | ±3 |  |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 51 | ±2 | 5 | 45 | 50 | ±3 |  |
| 5 to 10 Years | 46 | ±3 | 7 | 50 | 43 | ±4 |  |
| 11 to 20 Years | 46 | ±2 | 9 | 52 | 39 | ±2 |  |
| 21 to 30 Years | 48 | ±2 | 10 | 54 | 36 | ±2 |  |
| More Than 30 Years | 49 | ±2 | 9 | 56 | 35 | ±3 |  |
| AGE | | | | | | | |
| 30 Years Old or Less | 53 | ±3 | 5 | 45 | 51 | ±4 |  |
| 31 to 40 Years Old | 45 | ±2 | 9 | 47 | 44 | ±3 |  |
| 41 to 50 Years Old | 46 | ±2 | 9 | 53 | 38 | ±2 |  |
| 51 to 60 Years Old | 49 | ±2 | 9 | 55 | 36 | ±2 |  |
| More Than 60 Years Old | 52 | ±3 | 8 | 52 | 39 | ±4 |  |
| GENDER | | | | | | | |
| Male | 49 | ±1 | 8 | 52 | 40 | ±2 |  |
| Female | 46 | ±2 | 9 | 52 | 38 | ±2 |  |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 47 | ±1 | 8 | 54 | 38 | ±2 |  |
| Total Minority | 51 | ±2 | 9 | 49 | 42 | ±2 |  |
| Non-Hispanic Black | 54 | ±2 | 8 | 53 | 39 | ±3 |  |
| Hispanic | 53 | ±3 | 10 | 44 | 46 | ±4 |  |
| Non-Hispanic API | 44 | ±3 | 11 | 44 | 45 | ±5 |  |
| EDUCATION | | | | | | | |
| No College | 59 | ±2 | 4 | 51 | 45 | ±3 |  |
| Some College | 48 | ±1 | 7 | 53 | 41 | ±2 |  |
| 4-Year Degree | 44 | ±2 | 12 | 51 | 37 | ±2 |  |
| Graduate/Professional Degree | 45 | ±2 | 14 | 51 | 34 | ±3 |  |

Note. Percent responding are Civilian employees who answered the question.

55. If you wanted to be included in your organization's eligible pool to telework or telecommute, could you?

1. Yes

2. No

3. Don't know

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|-----------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| OVERALL AND COMPONENT | | | | | | | |
| Total DoD | 43 | ±1 | 15 | 30 | 56 | ±1 | <div></div> |
| Army | 43 | ±2 | 13 | 28 | 59 | ±2 | <div></div> |
| Navy | 42 | ±2 | 15 | 33 | 51 | ±2 | <div></div> |
| Air Force | 45 | ±2 | 13 | 29 | 58 | ±2 | <div></div> |
| DoD Agencies and Activities | 42 | ±2 | 17 | 30 | 53 | ±3 | <div></div> |
| PAY PLAN/GRADE | | | | | | | |
| White Collar Total | 42 | ±1 | 16 | 30 | 54 | ±2 | <div></div> |
| GS 1 to 4 | 53 | ±5 | 13 | 22 | 65 | ±6 | <div></div> |
| GS 5 to 8 | 46 | ±2 | 15 | 24 | 60 | ±3 | <div></div> |
| GS 9 to 12 | 40 | ±2 | 17 | 29 | 53 | ±2 | <div></div> |
| GS/GM 13 to 15 | 35 | ±2 | 17 | 43 | 40 | ±3 | <div></div> |
| SES | 52 | ±8 | 8 | 65 | 27 | ±14 | <div></div> |
| Blue Collar Total | 49 | ±2 | 9 | 29 | 62 | ±3 | <div></div> |
| WG 1 to 5 | 52 | ±6 | 12 | 22 | 66 | ±7 | <div></div> |
| WG 6 to 9 | 52 | ±4 | 10 | 25 | 65 | ±4 | <div></div> |
| WG 10 to 15 | 49 | ±3 | 8 | 32 | 61 | ±4 | <div></div> |
| WS/WL 1 to 19 | 46 | ±4 | 10 | 33 | 57 | ±5 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | |
| Professional | 38 | ±2 | 17 | 31 | 52 | ±3 | <div></div> |
| Administrative | 40 | ±2 | 17 | 35 | 48 | ±2 | <div></div> |
| Technical | 47 | ±2 | 15 | 26 | 59 | ±3 | <div></div> |
| Clerical | 47 | ±3 | 16 | 25 | 59 | ±4 | <div></div> |
| Other White Collar | 51 | ±4 | 8 | 32 | 61 | ±6 | <div></div> |
| Blue Collar | 49 | ±2 | 10 | 29 | 62 | ±3 | <div></div> |
| Scientists | 42 | ±3 | 15 | 29 | 56 | ±5 | <div></div> |
| Engineers | 42 | ±2 | 15 | 31 | 54 | ±3 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | |
| Supervisor | 42 | ±2 | 17 | 40 | 43 | ±3 | <div></div> |
| Manager | 40 | ±3 | 16 | 50 | 35 | ±4 | <div></div> |
| Wage Leader | 45 | ±5 | 14 | 27 | 59 | ±7 | <div></div> |
| Wage Supervisor | 43 | ±4 | 10 | 35 | 55 | ±6 | <div></div> |
| All Others | 44 | ±1 | 14 | 27 | 59 | ±2 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | |
| Full-Time | 43 | ±1 | 15 | 30 | 55 | ±1 | <div></div> |
| Other Than Full-Time | 45 | ±6 | 12 | 20 | 67 | ±9 | <div></div> |
| CONUS | 44 | ±1 | 15 | 30 | 55 | ±2 | <div></div> |
| OCONUS | 36 | ±3 | 12 | 28 | 60 | ±4 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | |
| Permanent | 43 | ±1 | 15 | 30 | 55 | ±1 | <div></div> |
| Non-Permanent | 49 | ±5 | 14 | 23 | 63 | ±6 | <div></div> |
| BARGAINING UNIT | | | | | | | |
| Not in Bargaining Unit | 42 | ±1 | 15 | 34 | 51 | ±2 | <div></div> |
| In Bargaining Unit | 45 | ±2 | 14 | 25 | 61 | ±2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question, who did not telework or commute in the past 12 months, and who are not in your organization's eligible pool to telework or telecommute (Q53a/Q54).

55. If you wanted to be included in your organization's eligible pool to telework or telecommute, could you?

| | Percent Responding | | Percentages | | | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|----|----|--------|--------------------------|
| | | | 1 | 2 | 3 | | |
| DISABILITY | | | | | | | |
| No Disability | 43 | ±1 | 14 | 30 | 55 | ±2 | <div></div> |
| Disability | 44 | ±2 | 15 | 28 | 57 | ±3 | <div></div> |
| Targeted Disability | 43 | ±3 | 14 | 30 | 56 | ±5 | <div></div> |
| Other Disability | 44 | ±2 | 16 | 27 | 57 | ±3 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | |
| Non-Veteran | 43 | ±1 | 16 | 28 | 57 | ±2 | <div></div> |
| Veteran | 44 | ±1 | 13 | 33 | 54 | ±2 | <div></div> |
| 10 Point 30% | 45 | ±3 | 14 | 30 | 56 | ±4 | <div></div> |
| 10 Point Non-30% | 44 | ±3 | 14 | 33 | 52 | ±4 | <div></div> |
| 5 Point | 44 | ±2 | 13 | 33 | 54 | ±2 | <div></div> |
| No Preference | 42 | ±3 | 15 | 33 | 52 | ±5 | <div></div> |
| RETIREMENT PLAN | | | | | | | |
| CSRS | 43 | ±2 | 15 | 31 | 54 | ±2 | <div></div> |
| FERS | 43 | ±1 | 15 | 29 | 56 | ±2 | <div></div> |
| Other Plan | 43 | ±6 | 11 | 31 | 58 | ±8 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | |
| Not Eligible | 42 | ±1 | 14 | 29 | 56 | ±2 | <div></div> |
| Optional Eligible | 46 | ±2 | 15 | 31 | 55 | ±2 | <div></div> |
| Discontinued Service | 42 | ±2 | 14 | 31 | 55 | ±3 | <div></div> |
| LENGTH OF SERVICE | | | | | | | |
| 6 Months to 4 Years | 48 | ±2 | 13 | 24 | 63 | ±3 | <div></div> |
| 5 to 10 Years | 42 | ±3 | 15 | 27 | 58 | ±4 | <div></div> |
| 11 to 20 Years | 41 | ±2 | 16 | 30 | 54 | ±2 | <div></div> |
| 21 to 30 Years | 42 | ±2 | 14 | 32 | 54 | ±2 | <div></div> |
| More Than 30 Years | 45 | ±2 | 13 | 35 | 52 | ±3 | <div></div> |
| AGE | | | | | | | |
| 30 Years Old or Less | 50 | ±3 | 13 | 20 | 66 | ±4 | <div></div> |
| 31 to 40 Years Old | 41 | ±2 | 15 | 29 | 56 | ±3 | <div></div> |
| 41 to 50 Years Old | 41 | ±2 | 15 | 31 | 55 | ±2 | <div></div> |
| 51 to 60 Years Old | 44 | ±2 | 15 | 33 | 52 | ±2 | <div></div> |
| More Than 60 Years Old | 47 | ±3 | 11 | 28 | 61 | ±4 | <div></div> |
| GENDER | | | | | | | |
| Male | 45 | ±1 | 13 | 32 | 55 | ±2 | <div></div> |
| Female | 41 | ±2 | 17 | 27 | 56 | ±2 | <div></div> |
| RACE/ETHNICITY | | | | | | | |
| Non-Hispanic White | 43 | ±1 | 13 | 33 | 54 | ±2 | <div></div> |
| Total Minority | 45 | ±2 | 17 | 24 | 59 | ±2 | <div></div> |
| Non-Hispanic Black | 48 | ±2 | 17 | 22 | 60 | ±3 | <div></div> |
| Hispanic | 47 | ±3 | 15 | 25 | 60 | ±4 | <div></div> |
| Non-Hispanic API | 39 | ±3 | 22 | 23 | 55 | ±5 | <div></div> |
| EDUCATION | | | | | | | |
| No College | 56 | ±2 | 12 | 26 | 62 | ±3 | <div></div> |
| Some College | 44 | ±1 | 14 | 29 | 57 | ±2 | <div></div> |
| 4-Year Degree | 38 | ±2 | 17 | 32 | 51 | ±3 | <div></div> |
| Graduate/Professional Degree | 38 | ±2 | 15 | 36 | 49 | ±3 | <div></div> |

Note. Percent responding are Civilian employees who answered the question, who did not telework or commute in the past 12 months, and who are not in your organization's eligible pool to telework or telecommute (Q53a/Q54).

56. Mark your level of satisfaction with telework or telecommuting programs.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 8 | ±1 | 1 | 5 | 26 | 48 | 19 | ±3 | 3.8 | ±0.1 | <div></div> |
| Army | 8 | ±1 | 2 | 5 | 29 | 47 | 18 | ±5 | 3.8 | ±0.1 | <div></div> |
| Navy | 8 | ±1 | 1 | 6 | 23 | 48 | 22 | ±5 | 3.9 | ±0.1 | <div></div> |
| Air Force | 5 | ±1 | 1 | 3 | 28 | 55 | 13 | ±6 | 3.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 9 | ±1 | 2 | 8 | 22 | 46 | 22 | ±6 | 3.8 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 8 | ±1 | 1 | 5 | 25 | 48 | 21 | ±3 | 3.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 5 | ±2 | 0 | NR | NR | NR | 15 | ±12 | 3.7 | ±0.3 | <div></div> |
| GS 5 to 8 | 7 | ±1 | 0 | 4 | 36 | 47 | 13 | ±6 | 3.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 8 | ±1 | 1 | 5 | 23 | 50 | 21 | ±4 | 3.8 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 12 | ±2 | 2 | 8 | 19 | 45 | 26 | ±5 | 3.8 | ±0.1 | <div></div> |
| SES | 7 | ±2 | 1 | 5 | 21 | 48 | 25 | ±8 | 3.9 | ±0.2 | <div></div> |
| Blue Collar Total | 5 | ±1 | 0 | 6 | 30 | 52 | 11 | ±7 | 3.7 | ±0.2 | <div></div> |
| WG 1 to 5 | 5 | ±3 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WG 6 to 9 | 4 | ±2 | NR | 8 | 38 | 44 | 9 | ±14 | 3.5 | ±0.3 | <div></div> |
| WG 10 to 15 | 4 | ±1 | 0 | 9 | 33 | 48 | 10 | ±13 | 3.6 | ±0.2 | <div></div> |
| WS/WL 1 to 19 | 7 | ±2 | 0 | 2 | 32 | 57 | 9 | ±12 | 3.7 | ±0.2 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 10 | ±1 | 1 | 7 | 21 | 46 | 24 | ±5 | 3.8 | ±0.1 | <div></div> |
| Administrative | 9 | ±1 | 2 | 5 | 22 | 49 | 23 | ±4 | 3.9 | ±0.1 | <div></div> |
| Technical | 7 | ±1 | 1 | 4 | 30 | 49 | 16 | ±6 | 3.7 | ±0.1 | <div></div> |
| Clerical | 6 | ±2 | 1 | 3 | 32 | 52 | 12 | ±11 | 3.7 | ±0.2 | <div></div> |
| Other White Collar | 7 | ±3 | 0 | 0 | NR | 36 | 13 | ±15 | 3.6 | ±0.3 | <div></div> |
| Blue Collar | 5 | ±1 | 0 | 6 | 32 | 51 | 11 | ±7 | 3.7 | ±0.2 | <div></div> |
| Scientists | 9 | ±2 | 1 | 7 | 18 | 48 | 24 | ±10 | 3.9 | ±0.2 | <div></div> |
| Engineers | 7 | ±1 | 1 | 6 | 25 | 47 | 21 | ±6 | 3.8 | ±0.2 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 8 | ±1 | 1 | 3 | 26 | 49 | 20 | ±7 | 3.8 | ±0.2 | <div></div> |
| Manager | 10 | ±2 | 2 | 6 | 30 | 44 | 18 | ±8 | 3.7 | ±0.2 | <div></div> |
| Wage Leader | 7 | ±3 | 0 | 0 | 25 | 60 | 15 | ±16 | 3.9 | ±0.3 | <div></div> |
| Wage Supervisor | 9 | ±3 | 0 | 3 | 25 | 59 | 13 | ±13 | 3.8 | ±0.2 | <div></div> |
| All Others | 7 | ±1 | 1 | 6 | 25 | 48 | 20 | ±3 | 3.8 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 8 | ±1 | 1 | 5 | 26 | 48 | 19 | ±3 | 3.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 6 | ±3 | 0 | NR | NR | NR | 23 | ±15 | 3.9 | ±0.3 | <div></div> |
| CONUS | 8 | ±1 | 1 | 5 | 25 | 48 | 20 | ±3 | 3.8 | ±0.1 | <div></div> |
| OCONUS | 7 | ±2 | 1 | 6 | 35 | 49 | 9 | ±9 | 3.6 | ±0.2 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 8 | ±1 | 1 | 5 | 25 | 48 | 20 | ±3 | 3.8 | ±0.1 | <div></div> |
| Non-Permanent | 5 | ±2 | 0 | 2 | 38 | 47 | 12 | ±15 | 3.7 | ±0.3 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 8 | ±1 | 1 | 6 | 24 | 48 | 21 | ±3 | 3.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 7 | ±1 | 1 | 5 | 28 | 48 | 18 | ±4 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used telework or telecommuting programs in the past 12 months (Q53a).

NR: Not reportable - cell size less than 30 or low precision.

56. Mark your level of satisfaction with telework or telecommuting programs.

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|----|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 7 | ±1 | 1 | 6 | 25 | 48 | 19 | ±3 | 3.8 | ±0.1 | <div></div> |
| Disability | 8 | ±1 | 1 | 4 | 28 | 47 | 19 | ±6 | 3.8 | ±0.1 | <div></div> |
| Targeted Disability | 9 | ±2 | 2 | 5 | 28 | 47 | 18 | ±10 | 3.8 | ±0.2 | <div></div> |
| Other Disability | 8 | ±2 | 0 | 4 | 29 | 47 | 20 | ±7 | 3.8 | ±0.2 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 8 | ±1 | 1 | 6 | 26 | 45 | 22 | ±4 | 3.8 | ±0.1 | <div></div> |
| Veteran | 7 | ±1 | 1 | 4 | 26 | 53 | 16 | ±4 | 3.8 | ±0.1 | <div></div> |
| 10 Point 30% | 8 | ±2 | 1 | 5 | 23 | 53 | 19 | ±9 | 3.8 | ±0.2 | <div></div> |
| 10 Point Non-30% | 7 | ±2 | 0 | 4 | 21 | 56 | 18 | ±10 | 3.9 | ±0.2 | <div></div> |
| 5 Point | 7 | ±1 | 1 | 4 | 27 | 53 | 14 | ±5 | 3.7 | ±0.1 | <div></div> |
| No Preference | 6 | ±2 | 0 | 4 | 29 | 48 | 19 | ±11 | 3.8 | ±0.2 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 8 | ±1 | 2 | 5 | 24 | 47 | 22 | ±4 | 3.8 | ±0.1 | <div></div> |
| FERS | 7 | ±1 | 1 | 6 | 26 | 49 | 18 | ±3 | 3.8 | ±0.1 | <div></div> |
| Other Plan | 6 | ±2 | 0 | 0 | NR | 39 | 17 | ±16 | 3.7 | ±0.3 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 7 | ±1 | 1 | 6 | 23 | 49 | 21 | ±4 | 3.8 | ±0.1 | <div></div> |
| Optional Eligible | 8 | ±1 | 1 | 4 | 30 | 48 | 17 | ±4 | 3.8 | ±0.1 | <div></div> |
| Discontinued Service | 7 | ±1 | 2 | 6 | 23 | 48 | 21 | ±7 | 3.8 | ±0.2 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 6 | ±1 | 0 | 5 | 30 | 50 | 15 | ±7 | 3.8 | ±0.2 | <div></div> |
| 5 to 10 Years | 7 | ±2 | 0 | 6 | 28 | 45 | 21 | ±9 | 3.8 | ±0.2 | <div></div> |
| 11 to 20 Years | 8 | ±1 | 1 | 6 | 26 | 49 | 19 | ±4 | 3.8 | ±0.1 | <div></div> |
| 21 to 30 Years | 8 | ±1 | 2 | 6 | 22 | 47 | 23 | ±5 | 3.8 | ±0.1 | <div></div> |
| More Than 30 Years | 8 | ±1 | 2 | 3 | 29 | 49 | 17 | ±7 | 3.8 | ±0.2 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 7 | ±2 | 0 | 5 | 25 | 51 | 19 | ±10 | 3.8 | ±0.2 | <div></div> |
| 31 to 40 Years Old | 8 | ±1 | 1 | 8 | 29 | 44 | 19 | ±6 | 3.7 | ±0.2 | <div></div> |
| 41 to 50 Years Old | 7 | ±1 | 2 | 6 | 23 | 47 | 22 | ±4 | 3.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 8 | ±1 | 1 | 4 | 28 | 49 | 18 | ±4 | 3.8 | ±0.1 | <div></div> |
| More Than 60 Years Old | 9 | ±2 | 1 | 2 | 22 | 58 | 17 | ±9 | 3.9 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 7 | ±1 | 1 | 5 | 27 | 51 | 16 | ±3 | 3.8 | ±0.1 | <div></div> |
| Female | 8 | ±1 | 1 | 6 | 24 | 45 | 24 | ±4 | 3.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 7 | ±1 | 2 | 6 | 24 | 47 | 22 | ±3 | 3.8 | ±0.1 | <div></div> |
| Total Minority | 8 | ±1 | 1 | 5 | 30 | 50 | 15 | ±5 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 8 | ±2 | 1 | 6 | 29 | 50 | 15 | ±7 | 3.7 | ±0.2 | <div></div> |
| Hispanic | 7 | ±2 | 1 | 2 | 33 | 47 | 17 | ±10 | 3.8 | ±0.2 | <div></div> |
| Non-Hispanic API | 10 | ±2 | 0 | 3 | 31 | 56 | 11 | ±10 | 3.8 | ±0.2 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 5 | ±1 | 0 | 3 | 30 | 49 | 17 | ±8 | 3.8 | ±0.2 | <div></div> |
| Some College | 7 | ±1 | 1 | 5 | 27 | 51 | 16 | ±4 | 3.7 | ±0.1 | <div></div> |
| 4-Year Degree | 9 | ±1 | 1 | 7 | 24 | 47 | 21 | ±5 | 3.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 10 | ±1 | 2 | 6 | 23 | 45 | 26 | ±5 | 3.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used telework or telecommuting programs in the past 12 months (Q53a).

NR: Not reportable - cell size less than 30 or low precision.

57. Mark your level of satisfaction with alternate-work-schedules.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 46 | ±1 | 1 | 3 | 12 | 44 | 39 | ±1 | 4.2 | ±0.1 | <div></div> |
| Army | 46 | ±2 | 1 | 3 | 11 | 45 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| Navy | 48 | ±2 | 1 | 3 | 12 | 44 | 41 | ±2 | 4.2 | ±0.1 | <div></div> |
| Air Force | 40 | ±2 | 1 | 3 | 14 | 48 | 34 | ±3 | 4.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 48 | ±2 | 1 | 4 | 11 | 42 | 42 | ±3 | 4.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 50 | ±1 | 1 | 3 | 11 | 44 | 41 | ±2 | 4.2 | ±0.1 | <div></div> |
| GS 1 to 4 | 31 | ±4 | 3 | 6 | 18 | 43 | 30 | ±8 | 3.9 | ±0.2 | <div></div> |
| GS 5 to 8 | 42 | ±2 | 1 | 3 | 14 | 42 | 41 | ±3 | 4.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 54 | ±2 | 1 | 3 | 10 | 43 | 42 | ±2 | 4.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 55 | ±2 | 1 | 4 | 9 | 47 | 40 | ±3 | 4.2 | ±0.1 | <div></div> |
| SES | 18 | ±5 | 1 | 2 | 15 | 47 | 36 | ±12 | 4.2 | ±0.2 | <div></div> |
| Blue Collar Total | 32 | ±2 | 2 | 5 | 15 | 47 | 32 | ±3 | 4.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 26 | ±5 | 1 | 6 | 19 | 46 | 27 | ±11 | 3.9 | ±0.2 | <div></div> |
| WG 6 to 9 | 32 | ±3 | 2 | 4 | 15 | 46 | 33 | ±6 | 4.0 | ±0.1 | <div></div> |
| WG 10 to 15 | 34 | ±3 | 1 | 4 | 13 | 47 | 34 | ±4 | 4.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 34 | ±3 | 2 | 5 | 16 | 49 | 28 | ±6 | 4.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 56 | ±2 | 1 | 3 | 10 | 46 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| Administrative | 52 | ±2 | 1 | 3 | 10 | 43 | 43 | ±2 | 4.2 | ±0.1 | <div></div> |
| Technical | 47 | ±2 | 1 | 2 | 14 | 42 | 41 | ±3 | 4.2 | ±0.1 | <div></div> |
| Clerical | 39 | ±3 | 1 | 4 | 15 | 44 | 35 | ±5 | 4.1 | ±0.1 | <div></div> |
| Other White Collar | 20 | ±4 | 1 | 5 | 25 | 43 | 25 | ±10 | 3.9 | ±0.2 | <div></div> |
| Blue Collar | 32 | ±2 | 1 | 4 | 15 | 47 | 32 | ±3 | 4.0 | ±0.1 | <div></div> |
| Scientists | 53 | ±4 | 0 | 2 | 12 | 47 | 38 | ±4 | 4.2 | ±0.1 | <div></div> |
| Engineers | 59 | ±2 | 1 | 3 | 12 | 47 | 38 | ±3 | 4.2 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 45 | ±2 | 0 | 4 | 11 | 47 | 37 | ±3 | 4.2 | ±0.1 | <div></div> |
| Manager | 42 | ±3 | 1 | 4 | 9 | 47 | 40 | ±4 | 4.2 | ±0.1 | <div></div> |
| Wage Leader | 33 | ±5 | 3 | 4 | 14 | 50 | 30 | ±8 | 4.0 | ±0.2 | <div></div> |
| Wage Supervisor | 39 | ±4 | 1 | 4 | 18 | 48 | 29 | ±7 | 4.0 | ±0.2 | <div></div> |
| All Others | 47 | ±1 | 1 | 3 | 12 | 44 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 46 | ±1 | 1 | 3 | 12 | 44 | 40 | ±1 | 4.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 39 | ±6 | 2 | 6 | 21 | 42 | 29 | ±9 | 3.9 | ±0.2 | <div></div> |
| CONUS | 48 | ±1 | 1 | 3 | 12 | 44 | 40 | ±1 | 4.2 | ±0.1 | <div></div> |
| OCONUS | 27 | ±3 | 1 | 5 | 16 | 50 | 28 | ±5 | 4.0 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 47 | ±1 | 1 | 3 | 12 | 44 | 40 | ±1 | 4.2 | ±0.1 | <div></div> |
| Non-Permanent | 35 | ±4 | 1 | 2 | 20 | 46 | 32 | ±7 | 4.1 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 47 | ±1 | 1 | 3 | 11 | 45 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| In Bargaining Unit | 44 | ±1 | 1 | 3 | 13 | 44 | 39 | ±2 | 4.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used alternate-work-schedules in the past 12 months (Q53b).

57. Mark your level of satisfaction with alternate-work-schedules.

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|----|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 47 | ±1 | 1 | 3 | 11 | 45 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| Disability | 42 | ±2 | 1 | 4 | 15 | 42 | 38 | ±3 | 4.1 | ±0.1 | <div></div> |
| Targeted Disability | 41 | ±3 | 2 | 5 | 15 | 43 | 36 | ±5 | 4.1 | ±0.1 | <div></div> |
| Other Disability | 43 | ±2 | 1 | 4 | 15 | 41 | 39 | ±3 | 4.1 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 50 | ±1 | 1 | 3 | 11 | 43 | 41 | ±2 | 4.2 | ±0.1 | <div></div> |
| Veteran | 40 | ±1 | 1 | 3 | 13 | 46 | 37 | ±2 | 4.1 | ±0.1 | <div></div> |
| 10 Point 30% | 38 | ±3 | 1 | 3 | 14 | 46 | 36 | ±4 | 4.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 42 | ±3 | 1 | 3 | 14 | 45 | 38 | ±4 | 4.2 | ±0.1 | <div></div> |
| 5 Point | 40 | ±2 | 1 | 3 | 13 | 46 | 37 | ±2 | 4.1 | ±0.1 | <div></div> |
| No Preference | 42 | ±3 | 1 | 2 | 12 | 48 | 36 | ±5 | 4.2 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 49 | ±2 | 1 | 4 | 10 | 44 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| FERS | 45 | ±1 | 1 | 3 | 13 | 45 | 39 | ±2 | 4.2 | ±0.1 | <div></div> |
| Other Plan | 37 | ±5 | 1 | 1 | 17 | 43 | 37 | ±8 | 4.1 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 47 | ±1 | 1 | 3 | 12 | 44 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| Optional Eligible | 43 | ±2 | 1 | 3 | 13 | 45 | 37 | ±2 | 4.1 | ±0.1 | <div></div> |
| Discontinued Service | 47 | ±2 | 1 | 4 | 10 | 44 | 41 | ±3 | 4.2 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 39 | ±2 | 1 | 3 | 15 | 46 | 35 | ±3 | 4.1 | ±0.1 | <div></div> |
| 5 to 10 Years | 40 | ±3 | 1 | 3 | 14 | 49 | 34 | ±4 | 4.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 49 | ±2 | 1 | 3 | 12 | 43 | 41 | ±2 | 4.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 48 | ±2 | 1 | 4 | 11 | 44 | 41 | ±2 | 4.2 | ±0.1 | <div></div> |
| More Than 30 Years | 47 | ±2 | 1 | 4 | 10 | 44 | 40 | ±3 | 4.2 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 47 | ±3 | 1 | 3 | 14 | 47 | 35 | ±4 | 4.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 45 | ±2 | 1 | 4 | 12 | 45 | 39 | ±3 | 4.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 47 | ±2 | 1 | 3 | 12 | 44 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 46 | ±2 | 1 | 4 | 12 | 44 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 41 | ±3 | 0 | 2 | 11 | 45 | 42 | ±5 | 4.3 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 43 | ±1 | 1 | 3 | 13 | 48 | 35 | ±2 | 4.1 | ±0.1 | <div></div> |
| Female | 50 | ±2 | 1 | 4 | 10 | 40 | 45 | ±2 | 4.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 47 | ±1 | 1 | 3 | 11 | 44 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| Total Minority | 42 | ±2 | 1 | 3 | 14 | 44 | 38 | ±2 | 4.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 44 | ±2 | 1 | 4 | 13 | 41 | 42 | ±3 | 4.2 | ±0.1 | <div></div> |
| Hispanic | 38 | ±3 | 0 | 2 | 16 | 42 | 40 | ±5 | 4.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 44 | ±3 | 0 | 3 | 17 | 51 | 29 | ±5 | 4.1 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 39 | ±2 | 1 | 4 | 14 | 44 | 37 | ±3 | 4.1 | ±0.1 | <div></div> |
| Some College | 43 | ±1 | 1 | 3 | 13 | 43 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| 4-Year Degree | 54 | ±2 | 1 | 3 | 10 | 46 | 40 | ±2 | 4.2 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 49 | ±2 | 1 | 3 | 10 | 45 | 41 | ±3 | 4.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used alternate-work-schedules in the past 12 months (Q53b).

58. Mark your level of satisfaction with child care subsidies.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 1 | ±1 | 2 | 4 | 28 | 39 | 27 | ±8 | 3.8 | ±0.2 | <div></div> |
| Army | 1 | ±1 | 0 | 2 | 21 | 53 | 23 | ±13 | 4.0 | ±0.2 | <div></div> |
| Navy | 1 | ±1 | NR | NR | 44 | 24 | 18 | ±16 | 3.4 | ±0.5 | <div></div> |
| Air Force | 1 | ±1 | 0 | 9 | 21 | 37 | 32 | ±16 | 3.9 | ±0.4 | <div></div> |
| DoD Agencies and Activities | 1 | ±1 | 2 | NR | 30 | 30 | 36 | ±14 | 3.9 | ±0.3 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 1 | ±1 | 3 | 5 | 26 | 43 | 24 | ±9 | 3.8 | ±0.2 | <div></div> |
| GS 1 to 4 | 2 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| GS 5 to 8 | 2 | ±1 | NR | 8 | 29 | 35 | 23 | ±14 | 3.6 | ±0.4 | <div></div> |
| GS 9 to 12 | 1 | ±1 | 0 | 4 | 24 | 42 | 29 | ±12 | 4.0 | ±0.3 | <div></div> |
| GS/GM 13 to 15 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| SES | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Blue Collar Total | 1 | ±1 | 0 | NR | 37 | NR | NR | ±17 | 4.0 | ±0.4 | <div></div> |
| WG 1 to 5 | 1 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WG 6 to 9 | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WG 10 to 15 | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WS/WL 1 to 19 | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 1 | ±1 | 3 | 0 | 27 | 44 | 25 | ±13 | 3.9 | ±0.4 | <div></div> |
| Administrative | 1 | ±1 | 0 | 4 | 31 | 36 | 30 | ±15 | 3.9 | ±0.3 | <div></div> |
| Technical | 1 | ±1 | 0 | 0 | 28 | 43 | 30 | ±14 | 4.0 | ±0.3 | <div></div> |
| Clerical | 2 | ±1 | NR | NR | 16 | NR | 10 | ±13 | 3.4 | ±0.6 | <div></div> |
| Other White Collar | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Blue Collar | 1 | ±1 | 0 | 6 | 36 | NR | NR | ±16 | 3.9 | ±0.4 | <div></div> |
| Scientists | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Engineers | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Manager | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Wage Leader | 1 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Wage Supervisor | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| All Others | 1 | ±1 | 3 | 5 | 29 | 37 | 27 | ±9 | 3.8 | ±0.2 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 1 | ±1 | 2 | 5 | 29 | 37 | 28 | ±7 | 3.8 | ±0.2 | <div></div> |
| Other Than Full-Time | 1 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| CONUS | 1 | ±1 | 1 | 3 | 27 | 41 | 29 | ±9 | 3.9 | ±0.2 | <div></div> |
| OCONUS | 2 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 1 | ±1 | 2 | 4 | 28 | 39 | 26 | ±8 | 3.8 | ±0.2 | <div></div> |
| Non-Permanent | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 1 | ±1 | 4 | 4 | 26 | 45 | 20 | ±10 | 3.7 | ±0.3 | <div></div> |
| In Bargaining Unit | 1 | ±1 | 0 | 4 | 29 | 34 | 33 | ±12 | 4.0 | ±0.2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used child care subsidies in the past 12 months (Q53c).

NR: Not reportable - cell size less than 30 or low precision.

58. Mark your level of satisfaction with child care subsidies.

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 1 | ±1 | 1 | 5 | 26 | 41 | 28 | ±9 | 3.9 | ±0.2 | <div></div> |
| Disability | 1 | ±1 | NR | 0 | 41 | 31 | 18 | ±16 | 3.5 | ±0.6 | <div></div> |
| Targeted Disability | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Other Disability | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 1 | ±1 | 1 | 5 | 25 | 45 | 25 | ±10 | 3.9 | ±0.2 | <div></div> |
| Veteran | 1 | ±1 | NR | 3 | 36 | 25 | 31 | ±13 | 3.7 | ±0.4 | <div></div> |
| 10 Point 30% | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 10 Point Non-30% | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 5 Point | 1 | ±1 | NR | 4 | NR | 27 | 18 | ±14 | 3.4 | ±0.5 | <div></div> |
| No Preference | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 1 | ±1 | 0 | 0 | 19 | NR | 34 | ±16 | 4.1 | ±0.3 | <div></div> |
| FERS | 1 | ±1 | 3 | 6 | 29 | 37 | 25 | ±8 | 3.8 | ±0.2 | <div></div> |
| Other Plan | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 1 | ±1 | NR | 4 | 26 | 40 | 27 | ±11 | 3.8 | ±0.3 | <div></div> |
| Optional Eligible | 1 | ±1 | 2 | 6 | 23 | 41 | 28 | ±13 | 3.9 | ±0.3 | <div></div> |
| Discontinued Service | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 1 | ±1 | 3 | NR | 23 | NR | 21 | ±15 | 3.7 | ±0.4 | <div></div> |
| 5 to 10 Years | 2 | ±1 | NR | NR | 29 | NR | 11 | ±16 | 3.5 | ±0.5 | <div></div> |
| 11 to 20 Years | 1 | ±1 | 0 | 4 | 28 | 37 | 31 | ±11 | 4.0 | ±0.3 | <div></div> |
| 21 to 30 Years | 0 | ±1 | 0 | 0 | 32 | 28 | 41 | ±16 | 4.1 | ±0.3 | <div></div> |
| More Than 30 Years | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 2 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 31 to 40 Years Old | 2 | ±1 | 0 | 5 | 23 | 44 | 28 | ±16 | 4.0 | ±0.3 | <div></div> |
| 41 to 50 Years Old | 1 | ±1 | 0 | 4 | 31 | 39 | 26 | ±12 | 3.9 | ±0.3 | <div></div> |
| 51 to 60 Years Old | 0 | ±1 | 0 | 0 | 33 | 35 | 32 | ±14 | 4.0 | ±0.3 | <div></div> |
| More Than 60 Years Old | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| GENDER | | | | | | | | | | | |
| Male | 1 | ±1 | 0 | 2 | 40 | 35 | 23 | ±11 | 3.8 | ±0.2 | <div></div> |
| Female | 2 | ±1 | 3 | 6 | 20 | 42 | 29 | ±11 | 3.9 | ±0.3 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 1 | ±1 | 0 | 6 | 28 | 33 | 33 | ±10 | 3.9 | ±0.2 | <div></div> |
| Total Minority | 2 | ±1 | 4 | 3 | 27 | 46 | 21 | ±12 | 3.8 | ±0.3 | <div></div> |
| Non-Hispanic Black | 2 | ±1 | 0 | NR | 34 | 40 | 23 | ±14 | 3.8 | ±0.3 | <div></div> |
| Hispanic | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Non-Hispanic API | 3 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| EDUCATION | | | | | | | | | | | |
| No College | 1 | ±1 | 0 | 5 | 29 | 27 | 40 | ±16 | 4.0 | ±0.4 | <div></div> |
| Some College | 1 | ±1 | NR | 6 | 30 | 38 | 23 | ±13 | 3.7 | ±0.3 | <div></div> |
| 4-Year Degree | 1 | ±1 | 3 | NR | 31 | 42 | 22 | ±15 | 3.8 | ±0.3 | <div></div> |
| Graduate/Professional Degree | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |

Note. Percent responding are Civilian employees who answered the question and who have used child care subsidies in the past 12 months (Q53c).

NR: Not reportable - cell size less than 30 or low precision.

59. Mark your level of satisfaction with transportation subsidies.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 7 | ±1 | 1 | 3 | 11 | 39 | 47 | ±3 | 4.3 | ±0.1 | <div></div> |
| Army | 7 | ±1 | 1 | 3 | 9 | 38 | 49 | ±5 | 4.3 | ±0.1 | <div></div> |
| Navy | 9 | ±1 | 1 | 4 | 10 | 38 | 46 | ±5 | 4.3 | ±0.1 | <div></div> |
| Air Force | 3 | ±1 | 0 | 4 | 15 | 35 | 45 | ±8 | 4.2 | ±0.2 | <div></div> |
| DoD Agencies and Activities | 9 | ±1 | 0 | 3 | 13 | 41 | 43 | ±6 | 4.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 7 | ±1 | 1 | 3 | 10 | 38 | 48 | ±3 | 4.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 5 | ±2 | NR | NR | 3 | NR | NR | ±5 | 4.1 | ±0.3 | <div></div> |
| GS 5 to 8 | 7 | ±1 | 1 | 3 | 11 | 39 | 46 | ±6 | 4.3 | ±0.1 | <div></div> |
| GS 9 to 12 | 7 | ±1 | 1 | 3 | 9 | 35 | 53 | ±4 | 4.4 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 10 | ±1 | 0 | 4 | 7 | 42 | 46 | ±6 | 4.3 | ±0.1 | <div></div> |
| SES | 10 | ±4 | 0 | 3 | NR | 22 | NR | ±9 | 4.2 | ±0.4 | <div></div> |
| Blue Collar Total | 7 | ±1 | 1 | 3 | 14 | 41 | 41 | ±6 | 4.2 | ±0.1 | <div></div> |
| WG 1 to 5 | 8 | ±3 | 0 | 4 | 2 | 70 | 23 | ±16 | 4.1 | ±0.2 | <div></div> |
| WG 6 to 9 | 6 | ±2 | 0 | 4 | 18 | 38 | 40 | ±13 | 4.1 | ±0.3 | <div></div> |
| WG 10 to 15 | 6 | ±2 | 0 | 2 | 17 | 34 | 46 | ±10 | 4.2 | ±0.2 | <div></div> |
| WS/WL 1 to 19 | 7 | ±2 | 3 | 3 | 12 | 40 | 41 | ±12 | 4.1 | ±0.3 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 8 | ±1 | 0 | 3 | 11 | 38 | 48 | ±5 | 4.3 | ±0.1 | <div></div> |
| Administrative | 8 | ±1 | 0 | 3 | 9 | 37 | 50 | ±5 | 4.3 | ±0.1 | <div></div> |
| Technical | 6 | ±1 | 1 | 2 | 13 | 37 | 47 | ±7 | 4.3 | ±0.2 | <div></div> |
| Clerical | 8 | ±2 | 2 | 6 | 5 | 43 | 45 | ±9 | 4.2 | ±0.2 | <div></div> |
| Other White Collar | 3 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Blue Collar | 7 | ±1 | 1 | 3 | 15 | 41 | 41 | ±6 | 4.2 | ±0.1 | <div></div> |
| Scientists | 7 | ±2 | 0 | 1 | 3 | 47 | 49 | ±10 | 4.4 | ±0.2 | <div></div> |
| Engineers | 7 | ±1 | 1 | 3 | 10 | 34 | 53 | ±6 | 4.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 6 | ±1 | 2 | 4 | 8 | 38 | 48 | ±8 | 4.3 | ±0.2 | <div></div> |
| Manager | 7 | ±2 | 4 | 5 | 13 | 39 | 39 | ±10 | 4.0 | ±0.3 | <div></div> |
| Wage Leader | 8 | ±3 | 0 | 0 | 16 | 30 | NR | ±15 | 4.4 | ±0.3 | <div></div> |
| Wage Supervisor | 6 | ±2 | 0 | NR | 16 | 45 | 33 | ±16 | 4.1 | ±0.3 | <div></div> |
| All Others | 7 | ±1 | 0 | 3 | 11 | 39 | 47 | ±3 | 4.3 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 7 | ±1 | 1 | 3 | 11 | 38 | 47 | ±3 | 4.3 | ±0.1 | <div></div> |
| Other Than Full-Time | 4 | ±3 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| CONUS | 7 | ±1 | 1 | 3 | 10 | 37 | 48 | ±3 | 4.3 | ±0.1 | <div></div> |
| OCONUS | 6 | ±2 | 1 | 3 | 21 | 52 | 24 | ±11 | 4.0 | ±0.2 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 7 | ±1 | 1 | 3 | 11 | 38 | 47 | ±3 | 4.3 | ±0.1 | <div></div> |
| Non-Permanent | 6 | ±2 | 0 | 7 | 11 | 50 | 32 | ±15 | 4.1 | ±0.3 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 7 | ±1 | 1 | 4 | 8 | 40 | 47 | ±4 | 4.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 7 | ±1 | 0 | 2 | 14 | 37 | 46 | ±4 | 4.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used transportation subsidies in the past 12 months (Q53d).

NR: Not reportable - cell size less than 30 or low precision.

59. Mark your level of satisfaction with transportation subsidies.

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 7 | ±1 | 1 | 3 | 11 | 39 | 47 | ±3 | 4.3 | ±0.1 | <div></div> |
| Disability | 8 | ±1 | 2 | 4 | 12 | 39 | 44 | ±6 | 4.2 | ±0.2 | <div></div> |
| Targeted Disability | 9 | ±2 | 5 | 4 | 12 | 40 | 39 | ±10 | 4.1 | ±0.2 | <div></div> |
| Other Disability | 8 | ±2 | 0 | 4 | 12 | 38 | 46 | ±7 | 4.3 | ±0.2 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 8 | ±1 | 0 | 3 | 10 | 39 | 47 | ±4 | 4.3 | ±0.1 | <div></div> |
| Veteran | 6 | ±1 | 1 | 4 | 12 | 38 | 45 | ±4 | 4.2 | ±0.1 | <div></div> |
| 10 Point 30% | 5 | ±2 | 1 | 14 | 14 | 36 | 35 | ±11 | 3.9 | ±0.3 | <div></div> |
| 10 Point Non-30% | 7 | ±2 | 0 | 1 | 11 | 43 | 45 | ±11 | 4.3 | ±0.2 | <div></div> |
| 5 Point | 7 | ±1 | 1 | 3 | 12 | 38 | 46 | ±5 | 4.3 | ±0.1 | <div></div> |
| No Preference | 5 | ±2 | 1 | 3 | 16 | 32 | 48 | ±12 | 4.2 | ±0.3 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 8 | ±1 | 1 | 2 | 9 | 39 | 49 | ±4 | 4.3 | ±0.1 | <div></div> |
| FERS | 7 | ±1 | 0 | 4 | 12 | 38 | 45 | ±4 | 4.2 | ±0.1 | <div></div> |
| Other Plan | 5 | ±2 | NR | NR | 16 | NR | NR | ±13 | 4.0 | ±0.4 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 7 | ±1 | 0 | 4 | 11 | 38 | 46 | ±4 | 4.3 | ±0.1 | <div></div> |
| Optional Eligible | 7 | ±1 | 1 | 3 | 11 | 39 | 46 | ±5 | 4.3 | ±0.1 | <div></div> |
| Discontinued Service | 7 | ±1 | 1 | 1 | 11 | 39 | 48 | ±7 | 4.3 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 7 | ±1 | 0 | 8 | 14 | 40 | 38 | ±7 | 4.1 | ±0.2 | <div></div> |
| 5 to 10 Years | 6 | ±2 | 0 | 2 | 16 | 42 | 40 | ±9 | 4.2 | ±0.2 | <div></div> |
| 11 to 20 Years | 7 | ±1 | 0 | 4 | 12 | 37 | 48 | ±5 | 4.3 | ±0.1 | <div></div> |
| 21 to 30 Years | 8 | ±1 | 1 | 2 | 8 | 39 | 50 | ±5 | 4.3 | ±0.1 | <div></div> |
| More Than 30 Years | 7 | ±1 | 1 | 1 | 8 | 40 | 50 | ±7 | 4.3 | ±0.2 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 8 | ±2 | 0 | 6 | 12 | 42 | 41 | ±10 | 4.2 | ±0.2 | <div></div> |
| 31 to 40 Years Old | 7 | ±1 | 0 | 4 | 14 | 38 | 44 | ±7 | 4.2 | ±0.2 | <div></div> |
| 41 to 50 Years Old | 7 | ±1 | 1 | 3 | 11 | 36 | 50 | ±5 | 4.3 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 7 | ±1 | 1 | 3 | 9 | 40 | 46 | ±4 | 4.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 7 | ±2 | 0 | 3 | 10 | 39 | 48 | ±11 | 4.3 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 7 | ±1 | 1 | 3 | 13 | 38 | 45 | ±3 | 4.2 | ±0.1 | <div></div> |
| Female | 8 | ±1 | 0 | 3 | 8 | 39 | 49 | ±5 | 4.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 6 | ±1 | 1 | 3 | 10 | 37 | 49 | ±4 | 4.3 | ±0.1 | <div></div> |
| Total Minority | 9 | ±1 | 1 | 3 | 12 | 42 | 42 | ±5 | 4.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 11 | ±2 | 0 | 3 | 8 | 42 | 48 | ±6 | 4.3 | ±0.1 | <div></div> |
| Hispanic | 7 | ±2 | 3 | 5 | 17 | 42 | 33 | ±10 | 4.0 | ±0.2 | <div></div> |
| Non-Hispanic API | 10 | ±2 | 0 | 1 | 16 | 46 | 37 | ±10 | 4.2 | ±0.2 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 8 | ±1 | 2 | 3 | 13 | 31 | 51 | ±7 | 4.3 | ±0.2 | <div></div> |
| Some College | 6 | ±1 | 1 | 3 | 11 | 42 | 44 | ±4 | 4.2 | ±0.1 | <div></div> |
| 4-Year Degree | 7 | ±1 | 0 | 4 | 9 | 40 | 47 | ±5 | 4.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 9 | ±1 | 0 | 3 | 12 | 36 | 48 | ±6 | 4.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used transportation subsidies in the past 12 months (Q53d).

NR: Not reportable - cell size less than 30 or low precision.

60. Mark your level of satisfaction with employee assistance programs.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 4 | ±1 | 3 | 5 | 30 | 45 | 17 | ±4 | 3.7 | ±0.1 | <div></div> |
| Army | 4 | ±1 | 2 | 6 | 31 | 43 | 17 | ±7 | 3.7 | ±0.2 | <div></div> |
| Navy | 4 | ±1 | 3 | 4 | 32 | 47 | 14 | ±7 | 3.7 | ±0.2 | <div></div> |
| Air Force | 3 | ±1 | 2 | 7 | 28 | 50 | 13 | ±8 | 3.7 | ±0.2 | <div></div> |
| DoD Agencies and Activities | 5 | ±1 | 3 | 4 | 29 | 41 | 23 | ±7 | 3.8 | ±0.2 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 4 | ±1 | 2 | 4 | 29 | 46 | 18 | ±4 | 3.7 | ±0.1 | <div></div> |
| GS 1 to 4 | 4 | ±2 | NR | 7 | NR | NR | NR | ±9 | 3.7 | ±0.4 | <div></div> |
| GS 5 to 8 | 5 | ±1 | 5 | 6 | 26 | 46 | 17 | ±7 | 3.6 | ±0.2 | <div></div> |
| GS 9 to 12 | 4 | ±1 | 1 | 4 | 32 | 47 | 16 | ±6 | 3.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 3 | ±1 | 2 | 1 | 27 | 44 | 26 | ±10 | 3.9 | ±0.2 | <div></div> |
| SES | 2 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Blue Collar Total | 5 | ±1 | 3 | 7 | 33 | 43 | 14 | ±8 | 3.6 | ±0.2 | <div></div> |
| WG 1 to 5 | 7 | ±3 | 0 | 11 | 21 | NR | NR | ±13 | 3.8 | ±0.4 | <div></div> |
| WG 6 to 9 | 5 | ±2 | NR | 10 | 34 | 42 | 9 | ±14 | 3.4 | ±0.3 | <div></div> |
| WG 10 to 15 | 4 | ±1 | 3 | 4 | 38 | 42 | 13 | ±12 | 3.6 | ±0.3 | <div></div> |
| WS/WL 1 to 19 | 5 | ±2 | NR | NR | 37 | 42 | 13 | ±15 | 3.6 | ±0.3 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 3 | ±1 | 1 | 5 | 30 | 44 | 20 | ±8 | 3.8 | ±0.2 | <div></div> |
| Administrative | 4 | ±1 | 1 | 3 | 28 | 49 | 20 | ±7 | 3.8 | ±0.1 | <div></div> |
| Technical | 5 | ±1 | 5 | 7 | 28 | 43 | 18 | ±8 | 3.6 | ±0.2 | <div></div> |
| Clerical | 4 | ±1 | 4 | 7 | 34 | 42 | 14 | ±12 | 3.5 | ±0.3 | <div></div> |
| Other White Collar | 4 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Blue Collar | 5 | ±1 | 3 | 7 | 33 | 43 | 14 | ±8 | 3.6 | ±0.2 | <div></div> |
| Scientists | 3 | ±2 | 0 | NR | 24 | NR | NR | ±13 | 3.7 | ±0.5 | <div></div> |
| Engineers | 3 | ±1 | 1 | 3 | 33 | 45 | 18 | ±10 | 3.8 | ±0.2 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 4 | ±1 | 3 | 1 | 28 | 44 | 24 | ±10 | 3.9 | ±0.2 | <div></div> |
| Manager | 3 | ±1 | 0 | 0 | 33 | 52 | 15 | ±14 | 3.8 | ±0.2 | <div></div> |
| Wage Leader | 5 | ±3 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Wage Supervisor | 5 | ±2 | NR | 10 | NR | 32 | NR | ±16 | 3.4 | ±0.4 | <div></div> |
| All Others | 4 | ±1 | 3 | 6 | 30 | 45 | 16 | ±4 | 3.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 4 | ±1 | 3 | 5 | 30 | 45 | 17 | ±4 | 3.7 | ±0.1 | <div></div> |
| Other Than Full-Time | 3 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| CONUS | 4 | ±1 | 3 | 4 | 30 | 45 | 18 | ±4 | 3.7 | ±0.1 | <div></div> |
| OCONUS | 4 | ±1 | 1 | 14 | 34 | 42 | 9 | ±12 | 3.4 | ±0.3 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 4 | ±1 | 3 | 5 | 30 | 44 | 18 | ±4 | 3.7 | ±0.1 | <div></div> |
| Non-Permanent | 4 | ±2 | NR | 8 | NR | NR | 4 | ±9 | 3.5 | ±0.3 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 4 | ±1 | 2 | 4 | 31 | 46 | 17 | ±5 | 3.7 | ±0.1 | <div></div> |
| In Bargaining Unit | 5 | ±1 | 3 | 7 | 29 | 44 | 17 | ±5 | 3.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used employee assistance programs in the past 12 months (Q53e).

NR: Not reportable - cell size less than 30 or low precision.

60. Mark your level of satisfaction with employee assistance programs.

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|---|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 4 | ±1 | 2 | 4 | 30 | 46 | 17 | ±4 | 3.7 | ±0.1 | <div></div> |
| Disability | 6 | ±1 | 4 | 9 | 31 | 39 | 17 | ±7 | 3.6 | ±0.2 | <div></div> |
| Targeted Disability | 6 | ±2 | 5 | 12 | 29 | 39 | 14 | ±11 | 3.4 | ±0.3 | <div></div> |
| Other Disability | 5 | ±1 | 4 | 7 | 32 | 39 | 18 | ±9 | 3.6 | ±0.2 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 4 | ±1 | 3 | 4 | 30 | 45 | 18 | ±5 | 3.7 | ±0.1 | <div></div> |
| Veteran | 4 | ±1 | 3 | 6 | 31 | 45 | 15 | ±6 | 3.6 | ±0.1 | <div></div> |
| 10 Point 30% | 5 | ±2 | 3 | 8 | 28 | 48 | 13 | ±12 | 3.6 | ±0.3 | <div></div> |
| 10 Point Non-30% | 4 | ±2 | 5 | 6 | 23 | 50 | 15 | ±14 | 3.6 | ±0.3 | <div></div> |
| 5 Point | 3 | ±1 | 2 | 8 | 33 | 44 | 13 | ±7 | 3.6 | ±0.2 | <div></div> |
| No Preference | 4 | ±2 | NR | NR | 33 | 40 | NR | ±16 | 3.8 | ±0.3 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 4 | ±1 | 3 | 5 | 29 | 46 | 18 | ±6 | 3.7 | ±0.1 | <div></div> |
| FERS | 4 | ±1 | 3 | 6 | 31 | 45 | 16 | ±5 | 3.7 | ±0.1 | <div></div> |
| Other Plan | 3 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 4 | ±1 | 3 | 5 | 31 | 42 | 19 | ±5 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 4 | ±1 | 2 | 4 | 28 | 51 | 15 | ±6 | 3.7 | ±0.1 | <div></div> |
| Discontinued Service | 4 | ±1 | 3 | 6 | 33 | 40 | 18 | ±9 | 3.6 | ±0.2 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 4 | ±1 | 1 | 5 | 27 | 54 | 13 | ±10 | 3.7 | ±0.2 | <div></div> |
| 5 to 10 Years | 4 | ±1 | 5 | 10 | 27 | 40 | 19 | ±11 | 3.6 | ±0.3 | <div></div> |
| 11 to 20 Years | 4 | ±1 | 3 | 5 | 32 | 42 | 17 | ±6 | 3.7 | ±0.2 | <div></div> |
| 21 to 30 Years | 4 | ±1 | 3 | 5 | 28 | 44 | 21 | ±6 | 3.8 | ±0.2 | <div></div> |
| More Than 30 Years | 4 | ±1 | 1 | 3 | 39 | 46 | 12 | ±10 | 3.6 | ±0.2 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 5 | ±2 | NR | 2 | 33 | 47 | 16 | ±12 | 3.7 | ±0.3 | <div></div> |
| 31 to 40 Years Old | 4 | ±1 | 4 | 7 | 29 | 40 | 20 | ±8 | 3.6 | ±0.2 | <div></div> |
| 41 to 50 Years Old | 4 | ±1 | 2 | 6 | 28 | 47 | 17 | ±6 | 3.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 4 | ±1 | 3 | 3 | 33 | 45 | 16 | ±6 | 3.7 | ±0.2 | <div></div> |
| More Than 60 Years Old | 4 | ±2 | 1 | 7 | 29 | 42 | 21 | ±14 | 3.8 | ±0.3 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 4 | ±1 | 2 | 6 | 34 | 46 | 13 | ±5 | 3.6 | ±0.1 | <div></div> |
| Female | 5 | ±1 | 4 | 5 | 26 | 43 | 23 | ±6 | 3.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 4 | ±1 | 2 | 5 | 31 | 44 | 19 | ±5 | 3.7 | ±0.1 | <div></div> |
| Total Minority | 5 | ±1 | 4 | 6 | 27 | 48 | 15 | ±6 | 3.7 | ±0.2 | <div></div> |
| Non-Hispanic Black | 6 | ±1 | 3 | 6 | 26 | 46 | 19 | ±8 | 3.7 | ±0.2 | <div></div> |
| Hispanic | 4 | ±1 | NR | 10 | 25 | 50 | 13 | ±13 | 3.6 | ±0.3 | <div></div> |
| Non-Hispanic API | 6 | ±2 | 3 | 5 | 30 | 54 | 8 | ±13 | 3.6 | ±0.3 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 4 | ±1 | 4 | 5 | 29 | 47 | 15 | ±10 | 3.7 | ±0.2 | <div></div> |
| Some College | 4 | ±1 | 3 | 6 | 30 | 44 | 16 | ±5 | 3.6 | ±0.1 | <div></div> |
| 4-Year Degree | 4 | ±1 | 2 | 4 | 32 | 44 | 18 | ±7 | 3.7 | ±0.2 | <div></div> |
| Graduate/Professional Degree | 3 | ±1 | 0 | 4 | 28 | 47 | 21 | ±9 | 3.9 | ±0.2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used employee assistance programs in the past 12 months (Q53e).

NR: Not reportable - cell size less than 30 or low precision.

61. Mark your level of satisfaction with support groups.

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 2 | ±1 | 0 | 3 | 27 | 52 | 17 | ±5 | 3.8 | ±0.1 | <div></div> |
| Army | 3 | ±1 | 0 | 4 | 29 | 52 | 15 | ±8 | 3.8 | ±0.2 | <div></div> |
| Navy | 2 | ±1 | 0 | 2 | 28 | 52 | 18 | ±9 | 3.9 | ±0.2 | <div></div> |
| Air Force | 3 | ±1 | 1 | 5 | 24 | 51 | 19 | ±9 | 3.8 | ±0.2 | <div></div> |
| DoD Agencies and Activities | 3 | ±1 | 0 | 1 | 25 | 56 | 19 | ±10 | 3.9 | ±0.2 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 2 | ±1 | 1 | 2 | 27 | 53 | 17 | ±5 | 3.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 3 | ±2 | 0 | 0 | NR | NR | NR | ±0 | 4.0 | ±0.3 | <div></div> |
| GS 5 to 8 | 4 | ±1 | 1 | 3 | 30 | 54 | 12 | ±9 | 3.7 | ±0.2 | <div></div> |
| GS 9 to 12 | 2 | ±1 | 0 | 3 | 27 | 50 | 20 | ±8 | 3.9 | ±0.2 | <div></div> |
| GS/GM 13 to 15 | 1 | ±1 | 0 | 0 | 35 | 41 | 23 | ±17 | 3.9 | ±0.3 | <div></div> |
| SES | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Blue Collar Total | 3 | ±1 | 0 | 5 | 26 | 52 | 17 | ±10 | 3.8 | ±0.2 | <div></div> |
| WG 1 to 5 | 5 | ±3 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WG 6 to 9 | 3 | ±2 | 0 | NR | 24 | NR | NR | ±15 | 3.8 | ±0.3 | <div></div> |
| WG 10 to 15 | 3 | ±1 | 0 | 8 | 37 | 40 | 14 | ±13 | 3.6 | ±0.3 | <div></div> |
| WS/WL 1 to 19 | 2 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 1 | ±1 | 0 | NR | 27 | 47 | 25 | ±12 | 3.9 | ±0.2 | <div></div> |
| Administrative | 2 | ±1 | 0 | 3 | 27 | 47 | 23 | ±9 | 3.9 | ±0.2 | <div></div> |
| Technical | 3 | ±1 | 1 | 3 | 27 | 55 | 14 | ±10 | 3.8 | ±0.2 | <div></div> |
| Clerical | 3 | ±1 | 0 | 0 | 30 | 59 | 11 | ±14 | 3.8 | ±0.2 | <div></div> |
| Other White Collar | 3 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Blue Collar | 3 | ±1 | 0 | 5 | 25 | 53 | 18 | ±9 | 3.8 | ±0.2 | <div></div> |
| Scientists | 1 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Engineers | 1 | ±1 | 0 | 0 | 30 | 54 | 16 | ±15 | 3.9 | ±0.2 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 2 | ±1 | 0 | 2 | 19 | 62 | 17 | ±12 | 3.9 | ±0.2 | <div></div> |
| Manager | 2 | ±1 | 0 | 0 | 30 | 59 | 11 | ±16 | 3.8 | ±0.2 | <div></div> |
| Wage Leader | 3 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Wage Supervisor | 2 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| All Others | 2 | ±1 | 0 | 3 | 28 | 51 | 18 | ±6 | 3.8 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 2 | ±1 | 0 | 3 | 28 | 51 | 17 | ±5 | 3.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 4 | ±3 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| CONUS | 2 | ±1 | 0 | 3 | 27 | 51 | 18 | ±5 | 3.8 | ±0.1 | <div></div> |
| OCONUS | 4 | ±2 | 0 | 2 | 25 | 60 | 14 | ±12 | 3.9 | ±0.2 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 2 | ±1 | 0 | 3 | 28 | 51 | 17 | ±5 | 3.8 | ±0.1 | <div></div> |
| Non-Permanent | 4 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 2 | ±1 | 0 | 1 | 25 | 56 | 18 | ±6 | 3.9 | ±0.1 | <div></div> |
| In Bargaining Unit | 3 | ±1 | 1 | 5 | 29 | 49 | 17 | ±7 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used support groups in the past 12 months (Q53f).

NR: Not reportable - cell size less than 30 or low precision.

61. Mark your level of satisfaction with support groups.

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|---|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 2 | ±1 | 0 | 3 | 26 | 55 | 16 | ±5 | 3.8 | ±0.1 | <div></div> |
| Disability | 4 | ±1 | 1 | 3 | 29 | 44 | 23 | ±9 | 3.8 | ±0.2 | <div></div> |
| Targeted Disability | 4 | ±2 | 0 | 7 | 21 | 58 | 14 | ±14 | 3.8 | ±0.2 | <div></div> |
| Other Disability | 3 | ±1 | NR | 1 | 35 | 35 | 28 | ±11 | 3.9 | ±0.3 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 2 | ±1 | 0 | 1 | 29 | 55 | 14 | ±6 | 3.8 | ±0.1 | <div></div> |
| Veteran | 3 | ±1 | 0 | 6 | 24 | 49 | 21 | ±7 | 3.9 | ±0.2 | <div></div> |
| 10 Point 30% | 4 | ±1 | 0 | 6 | 25 | 47 | 23 | ±14 | 3.9 | ±0.3 | <div></div> |
| 10 Point Non-30% | 3 | ±1 | 0 | 0 | 21 | NR | 32 | ±16 | 4.1 | ±0.3 | <div></div> |
| 5 Point | 2 | ±1 | 1 | 6 | 26 | 48 | 20 | ±9 | 3.8 | ±0.2 | <div></div> |
| No Preference | 2 | ±1 | 0 | NR | NR | NR | 8 | ±9 | 3.7 | ±0.3 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 2 | ±1 | 0 | 1 | 30 | 49 | 20 | ±8 | 3.9 | ±0.2 | <div></div> |
| FERS | 3 | ±1 | 1 | 4 | 27 | 54 | 15 | ±6 | 3.8 | ±0.1 | <div></div> |
| Other Plan | 3 | ±2 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 2 | ±1 | 0 | 3 | 27 | 53 | 17 | ±7 | 3.8 | ±0.1 | <div></div> |
| Optional Eligible | 3 | ±1 | 0 | 4 | 23 | 56 | 16 | ±7 | 3.8 | ±0.2 | <div></div> |
| Discontinued Service | 2 | ±1 | 1 | 1 | 35 | 41 | 22 | ±12 | 3.8 | ±0.2 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 3 | ±1 | 0 | 4 | 19 | 62 | 15 | ±12 | 3.9 | ±0.2 | <div></div> |
| 5 to 10 Years | 3 | ±1 | 0 | 4 | 25 | 57 | 13 | ±14 | 3.8 | ±0.2 | <div></div> |
| 11 to 20 Years | 3 | ±1 | 1 | 3 | 31 | 50 | 15 | ±7 | 3.8 | ±0.2 | <div></div> |
| 21 to 30 Years | 2 | ±1 | 0 | 3 | 24 | 47 | 26 | ±8 | 4.0 | ±0.2 | <div></div> |
| More Than 30 Years | 2 | ±1 | 0 | 4 | 31 | 53 | 12 | ±13 | 3.7 | ±0.2 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 3 | ±1 | 0 | NR | 25 | 62 | NR | ±16 | 3.7 | ±0.3 | <div></div> |
| 31 to 40 Years Old | 3 | ±1 | 0 | 4 | 24 | 62 | 10 | ±10 | 3.8 | ±0.2 | <div></div> |
| 41 to 50 Years Old | 2 | ±1 | 1 | 3 | 27 | 51 | 19 | ±8 | 3.8 | ±0.2 | <div></div> |
| 51 to 60 Years Old | 3 | ±1 | 1 | 3 | 28 | 47 | 21 | ±7 | 3.9 | ±0.2 | <div></div> |
| More Than 60 Years Old | 3 | ±1 | 0 | 0 | 26 | NR | NR | ±15 | 4.0 | ±0.3 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 2 | ±1 | 0 | 4 | 27 | 51 | 17 | ±6 | 3.8 | ±0.1 | <div></div> |
| Female | 3 | ±1 | 0 | 2 | 25 | 54 | 18 | ±7 | 3.9 | ±0.2 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 2 | ±1 | 1 | 4 | 27 | 51 | 18 | ±6 | 3.8 | ±0.1 | <div></div> |
| Total Minority | 4 | ±1 | 0 | 3 | 26 | 54 | 17 | ±7 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 4 | ±1 | 0 | 2 | 25 | 54 | 19 | ±9 | 3.9 | ±0.2 | <div></div> |
| Hispanic | 3 | ±1 | 0 | 6 | 32 | 48 | 14 | ±14 | 3.7 | ±0.3 | <div></div> |
| Non-Hispanic API | 6 | ±2 | 0 | 1 | 22 | 61 | 16 | ±12 | 3.9 | ±0.2 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 4 | ±1 | 0 | 1 | 23 | 56 | 19 | ±11 | 3.9 | ±0.2 | <div></div> |
| Some College | 3 | ±1 | 0 | 3 | 28 | 52 | 17 | ±7 | 3.8 | ±0.1 | <div></div> |
| 4-Year Degree | 2 | ±1 | 1 | 3 | 23 | 55 | 18 | ±10 | 3.8 | ±0.2 | <div></div> |
| Graduate/Professional Degree | 2 | ±1 | 0 | 7 | 30 | 46 | 17 | ±14 | 3.7 | ±0.3 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used support groups in the past 12 months (Q53f).

NR: Not reportable - cell size less than 30 or low precision.

62. Mark your level of satisfaction with health and wellness programs.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 15 | ±1 | 1 | 4 | 17 | 55 | 24 | ±2 | 4.0 | ±0.1 | <div></div> |
| Army | 16 | ±1 | 1 | 4 | 18 | 57 | 21 | ±3 | 3.9 | ±0.1 | <div></div> |
| Navy | 12 | ±1 | 0 | 4 | 17 | 52 | 26 | ±4 | 4.0 | ±0.1 | <div></div> |
| Air Force | 18 | ±2 | 1 | 4 | 17 | 54 | 25 | ±4 | 4.0 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 15 | ±2 | 1 | 4 | 14 | 53 | 28 | ±5 | 4.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 17 | ±1 | 0 | 4 | 15 | 55 | 26 | ±2 | 4.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 14 | ±3 | 0 | 4 | 17 | 53 | 26 | ±11 | 4.0 | ±0.2 | <div></div> |
| GS 5 to 8 | 17 | ±2 | 1 | 4 | 17 | 56 | 23 | ±4 | 4.0 | ±0.1 | <div></div> |
| GS 9 to 12 | 17 | ±1 | 1 | 4 | 16 | 53 | 26 | ±3 | 4.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 18 | ±2 | 0 | 3 | 12 | 57 | 27 | ±4 | 4.1 | ±0.1 | <div></div> |
| SES | 12 | ±3 | 1 | 5 | 16 | 52 | 26 | ±6 | 4.0 | ±0.1 | <div></div> |
| Blue Collar Total | 11 | ±1 | 2 | 5 | 25 | 54 | 14 | ±5 | 3.7 | ±0.1 | <div></div> |
| WG 1 to 5 | 11 | ±4 | 0 | 0 | NR | NR | 19 | ±11 | 4.0 | ±0.2 | <div></div> |
| WG 6 to 9 | 12 | ±2 | 2 | 6 | 18 | 57 | 17 | ±9 | 3.8 | ±0.2 | <div></div> |
| WG 10 to 15 | 10 | ±2 | 2 | 5 | 29 | 54 | 11 | ±8 | 3.7 | ±0.2 | <div></div> |
| WS/WL 1 to 19 | 9 | ±2 | 2 | 6 | 32 | 49 | 11 | ±11 | 3.6 | ±0.2 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 17 | ±2 | 1 | 4 | 14 | 53 | 28 | ±4 | 4.0 | ±0.1 | <div></div> |
| Administrative | 18 | ±1 | 1 | 3 | 15 | 56 | 26 | ±3 | 4.0 | ±0.1 | <div></div> |
| Technical | 14 | ±2 | 0 | 4 | 16 | 55 | 26 | ±5 | 4.0 | ±0.1 | <div></div> |
| Clerical | 18 | ±2 | 0 | 4 | 15 | 55 | 26 | ±6 | 4.0 | ±0.1 | <div></div> |
| Other White Collar | 14 | ±3 | 0 | 11 | 21 | 56 | 12 | ±11 | 3.7 | ±0.2 | <div></div> |
| Blue Collar | 10 | ±1 | 2 | 5 | 25 | 54 | 15 | ±5 | 3.7 | ±0.1 | <div></div> |
| Scientists | 17 | ±3 | 0 | 3 | 13 | 58 | 26 | ±8 | 4.1 | ±0.1 | <div></div> |
| Engineers | 14 | ±2 | 0 | 4 | 14 | 53 | 27 | ±5 | 4.0 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 15 | ±2 | 1 | 4 | 13 | 57 | 26 | ±5 | 4.0 | ±0.1 | <div></div> |
| Manager | 17 | ±2 | 1 | 3 | 17 | 56 | 24 | ±6 | 4.0 | ±0.1 | <div></div> |
| Wage Leader | 10 | ±3 | 0 | 10 | 14 | 63 | 13 | ±14 | 3.8 | ±0.3 | <div></div> |
| Wage Supervisor | 11 | ±3 | 5 | 4 | 33 | 47 | 11 | ±12 | 3.6 | ±0.3 | <div></div> |
| All Others | 16 | ±1 | 0 | 4 | 17 | 54 | 25 | ±2 | 4.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 16 | ±1 | 1 | 4 | 16 | 55 | 24 | ±2 | 4.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 12 | ±4 | 0 | 0 | 20 | 57 | 23 | ±16 | 4.0 | ±0.2 | <div></div> |
| CONUS | 15 | ±1 | 1 | 4 | 16 | 55 | 24 | ±2 | 4.0 | ±0.1 | <div></div> |
| OCONUS | 14 | ±2 | 1 | 4 | 23 | 49 | 23 | ±7 | 3.9 | ±0.2 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 15 | ±1 | 1 | 4 | 17 | 54 | 24 | ±2 | 4.0 | ±0.1 | <div></div> |
| Non-Permanent | 14 | ±3 | 0 | 4 | 15 | 58 | 22 | ±11 | 4.0 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 16 | ±1 | 1 | 3 | 16 | 56 | 25 | ±3 | 4.0 | ±0.1 | <div></div> |
| In Bargaining Unit | 15 | ±1 | 1 | 4 | 18 | 53 | 24 | ±3 | 4.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used health and wellness programs in the past 12 months (Q53g).

NR: Not reportable - cell size less than 30 or low precision.

62. Mark your level of satisfaction with health and wellness programs.

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 15 | ±1 | 1 | 4 | 16 | 55 | 25 | ±2 | 4.0 | ±0.1 | <div></div> |
| Disability | 15 | ±2 | 1 | 6 | 19 | 52 | 22 | ±5 | 3.9 | ±0.1 | <div></div> |
| Targeted Disability | 13 | ±2 | 0 | 7 | 16 | 56 | 21 | ±8 | 3.9 | ±0.2 | <div></div> |
| Other Disability | 16 | ±2 | 1 | 5 | 20 | 51 | 23 | ±5 | 3.9 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 17 | ±1 | 1 | 3 | 16 | 54 | 26 | ±3 | 4.0 | ±0.1 | <div></div> |
| Veteran | 14 | ±1 | 1 | 5 | 18 | 55 | 21 | ±3 | 3.9 | ±0.1 | <div></div> |
| 10 Point 30% | 14 | ±2 | 0 | 5 | 19 | 53 | 23 | ±7 | 3.9 | ±0.2 | <div></div> |
| 10 Point Non-30% | 15 | ±2 | 0 | 5 | 17 | 58 | 20 | ±7 | 3.9 | ±0.1 | <div></div> |
| 5 Point | 13 | ±1 | 1 | 5 | 17 | 56 | 21 | ±4 | 3.9 | ±0.1 | <div></div> |
| No Preference | 16 | ±2 | 2 | 4 | 20 | 53 | 22 | ±7 | 3.9 | ±0.2 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 15 | ±1 | 1 | 3 | 15 | 57 | 24 | ±3 | 4.0 | ±0.1 | <div></div> |
| FERS | 16 | ±1 | 1 | 4 | 17 | 54 | 24 | ±3 | 4.0 | ±0.1 | <div></div> |
| Other Plan | 13 | ±3 | 0 | 3 | 14 | 51 | 33 | ±13 | 4.1 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 16 | ±1 | 0 | 4 | 16 | 55 | 24 | ±3 | 4.0 | ±0.1 | <div></div> |
| Optional Eligible | 15 | ±1 | 1 | 4 | 18 | 54 | 24 | ±3 | 4.0 | ±0.1 | <div></div> |
| Discontinued Service | 15 | ±2 | 0 | 4 | 17 | 54 | 24 | ±5 | 4.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 15 | ±2 | 0 | 5 | 16 | 55 | 24 | ±5 | 4.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 15 | ±2 | 0 | 4 | 15 | 58 | 22 | ±6 | 4.0 | ±0.1 | <div></div> |
| 11 to 20 Years | 17 | ±1 | 1 | 4 | 18 | 51 | 26 | ±3 | 4.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 15 | ±1 | 0 | 4 | 15 | 57 | 23 | ±3 | 4.0 | ±0.1 | <div></div> |
| More Than 30 Years | 13 | ±2 | 1 | 2 | 17 | 56 | 24 | ±5 | 4.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 16 | ±2 | 0 | 4 | 16 | 54 | 26 | ±7 | 4.0 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 16 | ±2 | 1 | 4 | 17 | 52 | 25 | ±5 | 4.0 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 16 | ±1 | 0 | 4 | 16 | 55 | 24 | ±3 | 4.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 15 | ±1 | 1 | 4 | 17 | 56 | 23 | ±3 | 4.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 12 | ±2 | 0 | 2 | 15 | 53 | 29 | ±8 | 4.1 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 13 | ±1 | 1 | 4 | 18 | 55 | 22 | ±3 | 3.9 | ±0.1 | <div></div> |
| Female | 19 | ±1 | 0 | 3 | 15 | 54 | 27 | ±3 | 4.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 14 | ±1 | 1 | 4 | 17 | 55 | 24 | ±3 | 4.0 | ±0.1 | <div></div> |
| Total Minority | 18 | ±1 | 1 | 4 | 16 | 55 | 24 | ±4 | 4.0 | ±0.1 | <div></div> |
| Non-Hispanic Black | 20 | ±2 | 1 | 4 | 13 | 56 | 27 | ±5 | 4.0 | ±0.1 | <div></div> |
| Hispanic | 16 | ±2 | 1 | 4 | 18 | 58 | 19 | ±7 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 16 | ±3 | 0 | 5 | 19 | 52 | 23 | ±8 | 3.9 | ±0.2 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 10 | ±2 | 1 | 5 | 19 | 53 | 23 | ±6 | 3.9 | ±0.1 | <div></div> |
| Some College | 15 | ±1 | 1 | 4 | 18 | 55 | 22 | ±3 | 3.9 | ±0.1 | <div></div> |
| 4-Year Degree | 17 | ±1 | 0 | 4 | 15 | 55 | 26 | ±3 | 4.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 20 | ±2 | 1 | 3 | 15 | 54 | 27 | ±4 | 4.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used health and wellness programs in the past 12 months (Q53g).

63. Mark your level of satisfaction with elder care programs.

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 1 | ±1 | 1 | 4 | 39 | 36 | 21 | ±9 | 3.7 | ±0.2 | <div></div> |
| Army | 1 | ±1 | 0 | NR | 36 | 38 | 25 | ±15 | 3.9 | ±0.3 | <div></div> |
| Navy | 1 | ±1 | 0 | NR | NR | 28 | 21 | ±14 | 3.7 | ±0.3 | <div></div> |
| Air Force | 0 | ±1 | 3 | 1 | NR | NR | NR | ±3 | 3.8 | ±0.4 | <div></div> |
| DoD Agencies and Activities | 1 | ±1 | 0 | 13 | NR | NR | 10 | ±7 | 3.5 | ±0.4 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 1 | ±1 | 1 | 4 | 39 | 38 | 18 | ±10 | 3.7 | ±0.2 | <div></div> |
| GS 1 to 4 | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| GS 5 to 8 | 1 | ±1 | 0 | 0 | 42 | NR | 22 | ±17 | 3.8 | ±0.3 | <div></div> |
| GS 9 to 12 | 1 | ±1 | 0 | 9 | 36 | 37 | 18 | ±16 | 3.6 | ±0.3 | <div></div> |
| GS/GM 13 to 15 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| SES | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Blue Collar Total | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| WG 1 to 5 | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| WG 6 to 9 | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| WG 10 to 15 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| WS/WL 1 to 19 | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Administrative | 0 | ±1 | 0 | 8 | NR | NR | 20 | ±15 | 3.7 | ±0.4 | <div></div> |
| Technical | 1 | ±1 | 0 | 0 | NR | 24 | 25 | ±15 | 3.7 | ±0.3 | <div></div> |
| Clerical | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Other White Collar | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Blue Collar | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Scientists | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Engineers | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Manager | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Wage Leader | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Wage Supervisor | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| All Others | 1 | ±1 | 0 | 4 | 42 | 34 | 20 | ±10 | 3.7 | ±0.2 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 1 | ±1 | 1 | 4 | 39 | 35 | 21 | ±9 | 3.7 | ±0.2 | <div></div> |
| Other Than Full-Time | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| CONUS | 1 | ±1 | 1 | 4 | 40 | 35 | 20 | ±10 | 3.7 | ±0.2 | <div></div> |
| OCONUS | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 1 | ±1 | 1 | 4 | 39 | 36 | 21 | ±9 | 3.7 | ±0.2 | <div></div> |
| Non-Permanent | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 0 | ±1 | 1 | NR | 31 | 46 | 19 | ±13 | 3.8 | ±0.3 | <div></div> |
| In Bargaining Unit | 1 | ±1 | 0 | 6 | 45 | 26 | 22 | ±12 | 3.6 | ±0.3 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who have used eldercare programs in the past 12 months (Q53h).

NR: Not reportable - cell size less than 30 or low precision.

63. Mark your level of satisfaction with elder care programs.

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|---|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 0 | ±1 | 1 | 5 | 36 | 38 | 20 | ±11 | 3.7 | ±0.2 | <div></div> |
| Disability | 1 | ±1 | 0 | NR | NR | 27 | 23 | ±15 | 3.7 | ±0.3 | <div></div> |
| Targeted Disability | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Other Disability | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 1 | ±1 | 1 | 4 | 37 | 43 | 15 | ±12 | 3.7 | ±0.2 | <div></div> |
| Veteran | 0 | ±1 | 0 | 4 | 42 | 25 | 29 | ±12 | 3.8 | ±0.3 | <div></div> |
| 10 Point 30% | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 10 Point Non-30% | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 5 Point | 0 | ±1 | 0 | NR | NR | NR | 23 | ±14 | 3.8 | ±0.3 | <div></div> |
| No Preference | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 1 | ±1 | 0 | 9 | 43 | 24 | 24 | ±14 | 3.6 | ±0.3 | <div></div> |
| FERS | 1 | ±1 | 1 | 1 | 36 | 42 | 19 | ±11 | 3.8 | ±0.2 | <div></div> |
| Other Plan | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 0 | ±1 | 0 | 2 | 41 | 33 | 24 | ±14 | 3.8 | ±0.3 | <div></div> |
| Optional Eligible | 1 | ±1 | 1 | 4 | 32 | 43 | 20 | ±13 | 3.8 | ±0.3 | <div></div> |
| Discontinued Service | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 5 to 10 Years | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 11 to 20 Years | 1 | ±1 | 0 | 2 | 34 | 44 | 19 | ±14 | 3.8 | ±0.3 | <div></div> |
| 21 to 30 Years | 1 | ±1 | 2 | 8 | 41 | 23 | 26 | ±16 | 3.6 | ±0.4 | <div></div> |
| More Than 30 Years | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 31 to 40 Years Old | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 41 to 50 Years Old | 0 | ±1 | 3 | 6 | 54 | 24 | 14 | ±15 | 3.4 | ±0.4 | <div></div> |
| 51 to 60 Years Old | 1 | ±1 | 0 | 7 | 33 | 31 | 29 | ±13 | 3.8 | ±0.3 | <div></div> |
| More Than 60 Years Old | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| GENDER | | | | | | | | | | | |
| Male | 0 | ±1 | 0 | 5 | 44 | 31 | 20 | ±11 | 3.7 | ±0.2 | <div></div> |
| Female | 1 | ±1 | 1 | 4 | 32 | 41 | 21 | ±15 | 3.8 | ±0.3 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 0 | ±1 | 1 | 7 | 36 | 31 | 24 | ±13 | 3.7 | ±0.3 | <div></div> |
| Total Minority | 1 | ±1 | 0 | 2 | 40 | 42 | 17 | ±13 | 3.7 | ±0.2 | <div></div> |
| Non-Hispanic Black | 1 | ±1 | 0 | 3 | 32 | NR | 19 | ±17 | 3.8 | ±0.3 | <div></div> |
| Hispanic | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Non-Hispanic API | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| EDUCATION | | | | | | | | | | | |
| No College | 1 | ±1 | 0 | NR | NR | NR | 31 | ±16 | 3.8 | ±0.4 | <div></div> |
| Some College | 1 | ±1 | 0 | 4 | 34 | 44 | 19 | ±13 | 3.8 | ±0.3 | <div></div> |
| 4-Year Degree | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| Graduate/Professional Degree | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |

Note. Percent responding are Civilian employees who answered the question and who have used eldercare programs in the past 12 months (Q53h).

NR: Not reportable - cell size less than 30 or low precision.

64. How satisfied are you with each of the following in your organization?**a. Management's support of quality of work life programs such as telework and alternate-work-schedules**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 9 | 15 | 47 | 25 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 9 | 14 | 46 | 26 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 9 | 16 | 44 | 26 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 9 | 15 | 50 | 22 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 10 | 13 | 46 | 26 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 9 | 14 | 45 | 26 | 6 | ±1 | 3.1 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 9 | 11 | 56 | 19 | 5 | ±5 | 3.0 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 9 | 13 | 49 | 24 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 10 | 15 | 43 | 26 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 9 | 16 | 37 | 31 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 3 | 14 | 30 | 41 | 13 | ±8 | 3.5 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 10 | 15 | 54 | 19 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 10 | 11 | 56 | 20 | 3 | ±6 | 2.9 | ±0.1 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 11 | 14 | 52 | 20 | 4 | ±4 | 2.9 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 11 | 17 | 53 | 17 | 2 | ±3 | 2.8 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 7 | 15 | 55 | 20 | 3 | ±4 | 3.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 9 | 15 | 42 | 29 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 9 | 15 | 42 | 27 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 9 | 12 | 49 | 25 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Clerical | 98 | ±1 | 8 | 13 | 51 | 23 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 11 | 15 | 59 | 13 | 3 | ±4 | 2.8 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 10 | 15 | 53 | 19 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 8 | 13 | 44 | 29 | 6 | ±4 | 3.1 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 8 | 15 | 43 | 29 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 9 | 15 | 44 | 26 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 7 | 15 | 42 | 30 | 6 | ±3 | 3.1 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 8 | 18 | 51 | 20 | 3 | ±5 | 2.9 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 8 | 15 | 51 | 23 | 3 | ±4 | 3.0 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 9 | 14 | 47 | 24 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 9 | 15 | 46 | 25 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 98 | ±2 | 8 | 10 | 53 | 24 | 4 | ±7 | 3.1 | ±0.1 | <div></div> |
| CONUS | 99 | ±1 | 9 | 15 | 46 | 25 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| OCONUS | 98 | ±1 | 9 | 14 | 56 | 18 | 3 | ±3 | 2.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 9 | 15 | 46 | 25 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 4 | 9 | 61 | 21 | 5 | ±5 | 3.1 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 9 | 14 | 45 | 27 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 10 | 15 | 48 | 22 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**a. Management's support of quality of work life programs such as telework and alternate-work-schedules**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 9 | 14 | 47 | 25 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 12 | 15 | 46 | 22 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 13 | 15 | 47 | 20 | 5 | ±3 | 2.9 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 12 | 15 | 46 | 22 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 9 | 15 | 44 | 27 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 9 | 15 | 50 | 22 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 10 | 15 | 50 | 20 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 10 | 13 | 50 | 22 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 9 | 15 | 50 | 22 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 9 | 14 | 49 | 23 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 10 | 15 | 43 | 27 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 9 | 14 | 48 | 24 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Plan | 98 | ±2 | 4 | 9 | 59 | 24 | 3 | ±6 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 9 | 15 | 47 | 25 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 9 | 14 | 48 | 24 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 10 | 16 | 44 | 24 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 6 | 11 | 56 | 23 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 9 | 14 | 51 | 21 | 4 | ±3 | 3.0 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 10 | 16 | 44 | 25 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 10 | 16 | 43 | 26 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 8 | 14 | 47 | 26 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 7 | 11 | 52 | 25 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 9 | 14 | 48 | 24 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 10 | 16 | 45 | 25 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 9 | 15 | 46 | 25 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 6 | 12 | 50 | 26 | 6 | ±3 | 3.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 9 | 15 | 49 | 24 | 4 | ±1 | 3.0 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 10 | 14 | 43 | 27 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 9 | 15 | 46 | 24 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 9 | 13 | 47 | 26 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 8 | 12 | 46 | 28 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 9 | 14 | 48 | 25 | 4 | ±3 | 3.0 | ±0.1 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 7 | 12 | 50 | 27 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 8 | 13 | 51 | 24 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 9 | 14 | 49 | 23 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 9 | 15 | 43 | 28 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 9 | 16 | 42 | 27 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**b. Your supervisor's support of your need to be able to balance work and family issues**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 5 | 7 | 24 | 43 | 21 | ±1 | 3.7 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 5 | 7 | 23 | 43 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 5 | 7 | 24 | 43 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 4 | 7 | 24 | 43 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 6 | 7 | 24 | 42 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 4 | 7 | 22 | 43 | 23 | ±1 | 3.7 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 9 | 8 | 24 | 39 | 19 | ±5 | 3.5 | ±0.2 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 6 | 8 | 22 | 42 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 4 | 7 | 23 | 44 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 3 | 6 | 20 | 45 | 26 | ±2 | 3.9 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 2 | 6 | 20 | 42 | 31 | ±8 | 3.9 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 7 | 9 | 28 | 42 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 9 | 9 | 28 | 41 | 13 | ±6 | 3.4 | ±0.2 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 9 | 8 | 27 | 41 | 15 | ±4 | 3.5 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 6 | 10 | 28 | 41 | 15 | ±3 | 3.5 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 5 | 9 | 31 | 43 | 13 | ±4 | 3.5 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 4 | 6 | 22 | 45 | 24 | ±2 | 3.8 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 3 | 6 | 23 | 44 | 24 | ±2 | 3.8 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 5 | 8 | 22 | 44 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 6 | 8 | 22 | 41 | 23 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other White Collar | 100 | ±1 | 9 | 10 | 31 | 36 | 14 | ±4 | 3.4 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 7 | 9 | 28 | 42 | 14 | ±2 | 3.5 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 3 | 5 | 21 | 46 | 24 | ±3 | 3.8 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 3 | 6 | 22 | 46 | 24 | ±2 | 3.8 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 4 | 8 | 22 | 44 | 23 | ±2 | 3.7 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 3 | 6 | 23 | 46 | 21 | ±3 | 3.8 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 6 | 11 | 27 | 42 | 14 | ±5 | 3.5 | ±0.1 | <div></div> |
| Wage Supervisor | 100 | ±1 | 5 | 9 | 28 | 43 | 15 | ±4 | 3.5 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 5 | 7 | 24 | 43 | 21 | ±1 | 3.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 5 | 7 | 24 | 43 | 21 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Than Full-Time | 98 | ±2 | 8 | 7 | 26 | 40 | 19 | ±7 | 3.6 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 5 | 7 | 23 | 43 | 22 | ±1 | 3.7 | ±0.1 | <div></div> |
| OCONUS | 98 | ±1 | 6 | 8 | 28 | 42 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 5 | 7 | 23 | 43 | 21 | ±1 | 3.7 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±2 | 5 | 7 | 26 | 41 | 20 | ±5 | 3.6 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 4 | 7 | 22 | 44 | 23 | ±1 | 3.7 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 6 | 8 | 25 | 42 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**b. Your supervisor's support of your need to be able to balance work and family issues**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 4 | 7 | 23 | 44 | 21 | ±1 | 3.7 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 8 | 9 | 25 | 38 | 20 | ±2 | 3.5 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 8 | 8 | 26 | 38 | 20 | ±3 | 3.5 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 7 | 9 | 25 | 39 | 20 | ±2 | 3.6 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 5 | 7 | 22 | 44 | 22 | ±1 | 3.7 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 5 | 7 | 26 | 42 | 20 | ±1 | 3.6 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 6 | 9 | 26 | 39 | 21 | ±3 | 3.6 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 6 | 7 | 24 | 42 | 21 | ±3 | 3.6 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 5 | 7 | 26 | 43 | 18 | ±2 | 3.6 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 5 | 6 | 23 | 43 | 23 | ±3 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 5 | 7 | 25 | 43 | 20 | ±2 | 3.7 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 5 | 7 | 23 | 43 | 22 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Plan | 98 | ±2 | 5 | 9 | 28 | 41 | 17 | ±6 | 3.6 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 5 | 7 | 22 | 43 | 23 | ±1 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 5 | 7 | 26 | 43 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 5 | 8 | 23 | 43 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 5 | 7 | 24 | 43 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 6 | 7 | 22 | 43 | 23 | ±3 | 3.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 5 | 8 | 22 | 43 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 5 | 8 | 24 | 43 | 20 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 30 Years | 100 | ±1 | 4 | 6 | 27 | 43 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 5 | 7 | 23 | 44 | 22 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 5 | 7 | 21 | 43 | 24 | ±2 | 3.7 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 5 | 7 | 23 | 43 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 5 | 7 | 25 | 43 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 4 | 7 | 28 | 43 | 19 | ±3 | 3.7 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 5 | 7 | 25 | 43 | 20 | ±1 | 3.7 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 5 | 8 | 21 | 43 | 24 | ±2 | 3.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 4 | 7 | 23 | 44 | 22 | ±1 | 3.7 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 6 | 8 | 26 | 42 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 6 | 8 | 25 | 43 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 6 | 8 | 24 | 42 | 20 | ±3 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 5 | 7 | 30 | 42 | 16 | ±3 | 3.6 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 5 | 8 | 26 | 44 | 18 | ±2 | 3.6 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 6 | 8 | 25 | 42 | 20 | ±1 | 3.6 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 4 | 7 | 22 | 45 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 4 | 7 | 21 | 44 | 24 | ±2 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**c. Overall family flexible programs offered by your organization**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 6 | 9 | 49 | 29 | 7 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 6 | 9 | 48 | 29 | 7 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 6 | 9 | 49 | 29 | 7 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 6 | 10 | 51 | 27 | 7 | ±2 | 3.2 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 7 | 9 | 48 | 30 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 6 | 8 | 47 | 31 | 8 | ±1 | 3.3 | ±0.1 | <div></div> | |
| GS 1 to 4 | 98 | ±2 | 9 | 9 | 52 | 23 | 7 | ±5 | 3.1 | ±0.1 | <div></div> | |
| GS 5 to 8 | 98 | ±1 | 7 | 10 | 48 | 28 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 5 | 8 | 48 | 31 | 8 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 8 | 43 | 34 | 10 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 2 | 8 | 35 | 38 | 17 | ±9 | 3.6 | ±0.2 | <div></div> | |
| Blue Collar Total | 98 | ±1 | 8 | 11 | 53 | 23 | 4 | ±2 | 3.0 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±3 | 9 | 11 | 52 | 23 | 5 | ±6 | 3.0 | ±0.1 | <div></div> | |
| WG 6 to 9 | 98 | ±1 | 9 | 11 | 49 | 25 | 6 | ±4 | 3.1 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 9 | 12 | 55 | 21 | 4 | ±3 | 3.0 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 5 | 11 | 56 | 24 | 3 | ±4 | 3.1 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 4 | 8 | 46 | 34 | 8 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 5 | 8 | 47 | 31 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 6 | 9 | 49 | 29 | 7 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Clerical | 98 | ±1 | 7 | 9 | 49 | 27 | 8 | ±3 | 3.2 | ±0.1 | <div></div> | |
| Other White Collar | 98 | ±1 | 9 | 12 | 56 | 19 | 4 | ±4 | 3.0 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 8 | 11 | 53 | 23 | 4 | ±2 | 3.0 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 5 | 7 | 47 | 33 | 9 | ±4 | 3.3 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 4 | 8 | 47 | 34 | 8 | ±2 | 3.3 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 6 | 9 | 47 | 30 | 8 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 5 | 9 | 44 | 33 | 9 | ±3 | 3.3 | ±0.1 | <div></div> | |
| Wage Leader | 97 | ±2 | 7 | 14 | 52 | 23 | 5 | ±5 | 3.1 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 6 | 12 | 53 | 26 | 4 | ±4 | 3.1 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 6 | 9 | 49 | 29 | 7 | ±1 | 3.2 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 6 | 9 | 49 | 29 | 7 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Other Than Full-Time | 96 | ±3 | 7 | 7 | 54 | 25 | 7 | ±7 | 3.2 | ±0.1 | <div></div> | |
| CONUS | 99 | ±1 | 6 | 9 | 48 | 30 | 7 | ±1 | 3.2 | ±0.1 | <div></div> | |
| OCONUS | 97 | ±1 | 7 | 10 | 56 | 22 | 5 | ±3 | 3.1 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 6 | 9 | 48 | 29 | 7 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Non-Permanent | 97 | ±2 | 4 | 7 | 57 | 26 | 6 | ±5 | 3.2 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 5 | 9 | 48 | 30 | 8 | ±1 | 3.3 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 7 | 10 | 50 | 27 | 7 | ±2 | 3.2 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**c. Overall family flexible programs offered by your organization**

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 6 | 9 | 49 | 30 | 7 | ±1 | 3.2 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 9 | 11 | 49 | 25 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 9 | 11 | 49 | 25 | 6 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 8 | 11 | 49 | 25 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 6 | 9 | 46 | 31 | 8 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 6 | 9 | 52 | 26 | 6 | ±1 | 3.2 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 7 | 11 | 49 | 26 | 7 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 7 | 9 | 49 | 28 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 6 | 9 | 53 | 26 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 7 | 8 | 51 | 27 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 6 | 9 | 48 | 30 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 6 | 9 | 49 | 28 | 7 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Plan | 96 | ±3 | 4 | 8 | 56 | 27 | 6 | ±6 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 6 | 9 | 48 | 29 | 7 | ±1 | 3.2 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 6 | 9 | 50 | 29 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 7 | 10 | 48 | 28 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 5 | 8 | 53 | 27 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 6 | 10 | 50 | 27 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 7 | 10 | 46 | 29 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 6 | 10 | 48 | 30 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 6 | 7 | 51 | 29 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 5 | 8 | 52 | 28 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 99 | ±1 | 7 | 10 | 48 | 27 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 7 | 10 | 47 | 29 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 6 | 8 | 50 | 29 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 4 | 6 | 50 | 32 | 7 | ±3 | 3.3 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 6 | 9 | 51 | 28 | 7 | ±1 | 3.2 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 7 | 9 | 46 | 30 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 6 | 9 | 49 | 29 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 7 | 9 | 48 | 29 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 7 | 9 | 45 | 32 | 7 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 7 | 9 | 50 | 27 | 6 | ±3 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 98 | ±1 | 5 | 8 | 51 | 29 | 6 | ±3 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 6 | 9 | 51 | 28 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 7 | 10 | 50 | 26 | 7 | ±1 | 3.2 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 5 | 9 | 46 | 32 | 8 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 5 | 8 | 45 | 32 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**a. Physical conditions (i.e., noise level, temperature, lighting, cleanliness) in the workplace allow employees to perform their jobs well**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|-----|----|--------------------|----|-------------|----|----|----|-----|--------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 7 | 17 | 17 | 47 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 6 | 16 | 17 | 49 | 12 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 7 | 18 | 18 | 46 | 11 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 7 | 18 | 16 | 47 | 11 | ±2 | 3.4 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 99 | ±1 | 7 | 15 | 18 | 49 | 12 | ±2 | 3.5 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 7 | 17 | 16 | 48 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| GS 1 to 4 | 99 | ±1 | 6 | 16 | 21 | 44 | 13 | ±5 | 3.4 | ±0.1 | <div></div> | |
| GS 5 to 8 | 99 | ±1 | 8 | 17 | 17 | 46 | 12 | ±2 | 3.4 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 6 | 17 | 16 | 49 | 11 | ±2 | 3.4 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 6 | 17 | 15 | 48 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 3 | 16 | 15 | 42 | 24 | ±9 | 3.7 | ±0.2 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 8 | 18 | 20 | 46 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| WG 1 to 5 | 99 | ±1 | 7 | 17 | 22 | 47 | 7 | ±6 | 3.3 | ±0.2 | <div></div> | |
| WG 6 to 9 | 98 | ±1 | 9 | 17 | 21 | 44 | 10 | ±4 | 3.3 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 8 | 20 | 20 | 44 | 8 | ±3 | 3.2 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 7 | 15 | 17 | 49 | 11 | ±4 | 3.4 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 6 | 18 | 16 | 48 | 12 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 6 | 16 | 16 | 49 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 7 | 16 | 17 | 49 | 11 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Clerical | 98 | ±1 | 7 | 16 | 18 | 46 | 13 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Other White Collar | 99 | ±1 | 12 | 21 | 19 | 39 | 8 | ±4 | 3.1 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 8 | 18 | 20 | 46 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 7 | 20 | 16 | 45 | 11 | ±4 | 3.3 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 5 | 16 | 18 | 51 | 10 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 6 | 15 | 15 | 50 | 15 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 5 | 16 | 13 | 49 | 17 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Wage Leader | 100 | ±1 | 8 | 18 | 18 | 45 | 11 | ±5 | 3.3 | ±0.2 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 6 | 14 | 18 | 49 | 12 | ±4 | 3.5 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 7 | 17 | 18 | 47 | 11 | ±1 | 3.4 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 7 | 17 | 17 | 48 | 11 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Other Than Full-Time | 99 | ±2 | 4 | 13 | 23 | 45 | 15 | ±6 | 3.6 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 7 | 17 | 17 | 47 | 11 | ±1 | 3.4 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 5 | 13 | 17 | 49 | 15 | ±3 | 3.6 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 7 | 17 | 17 | 47 | 11 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Non-Permanent | 99 | ±1 | 4 | 14 | 19 | 49 | 14 | ±5 | 3.6 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 6 | 16 | 16 | 49 | 13 | ±1 | 3.5 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 8 | 18 | 18 | 46 | 10 | ±2 | 3.3 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?

- a. Physical conditions (i.e., noise level, temperature, lighting, cleanliness) in the workplace allow employees to perform their jobs well

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 6 | 16 | 17 | 49 | 12 | ±1 | 3.4 | ±0.1 | |
| Disability | 99 | ±1 | 10 | 19 | 18 | 42 | 11 | ±2 | 3.2 | ±0.1 | |
| Targeted Disability | 99 | ±1 | 11 | 18 | 18 | 41 | 12 | ±3 | 3.2 | ±0.1 | |
| Other Disability | 99 | ±1 | 10 | 20 | 18 | 42 | 10 | ±2 | 3.2 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 7 | 17 | 17 | 47 | 12 | ±1 | 3.4 | ±0.1 | |
| Veteran | 99 | ±1 | 7 | 17 | 17 | 48 | 12 | ±1 | 3.4 | ±0.1 | |
| 10 Point 30% | 99 | ±1 | 9 | 17 | 17 | 44 | 13 | ±3 | 3.4 | ±0.1 | |
| 10 Point Non-30% | 99 | ±1 | 8 | 16 | 17 | 47 | 13 | ±3 | 3.4 | ±0.1 | |
| 5 Point | 99 | ±1 | 7 | 17 | 18 | 48 | 11 | ±2 | 3.4 | ±0.1 | |
| No Preference | 99 | ±1 | 5 | 15 | 16 | 50 | 13 | ±3 | 3.5 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 7 | 18 | 17 | 47 | 11 | ±2 | 3.4 | ±0.1 | |
| FERS | 99 | ±1 | 7 | 17 | 17 | 48 | 12 | ±1 | 3.4 | ±0.1 | |
| Other Plan | 98 | ±2 | 5 | 14 | 21 | 46 | 13 | ±6 | 3.5 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 7 | 16 | 17 | 49 | 11 | ±1 | 3.4 | ±0.1 | |
| Optional Eligible | 99 | ±1 | 7 | 17 | 17 | 47 | 11 | ±2 | 3.4 | ±0.1 | |
| Discontinued Service | 99 | ±1 | 7 | 19 | 17 | 45 | 13 | ±2 | 3.4 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 5 | 16 | 19 | 46 | 13 | ±2 | 3.5 | ±0.1 | |
| 5 to 10 Years | 100 | ±1 | 7 | 16 | 16 | 48 | 12 | ±3 | 3.4 | ±0.1 | |
| 11 to 20 Years | 99 | ±1 | 7 | 16 | 17 | 48 | 11 | ±2 | 3.4 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 7 | 19 | 17 | 47 | 11 | ±2 | 3.4 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 8 | 15 | 15 | 50 | 12 | ±2 | 3.4 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 6 | 17 | 19 | 45 | 13 | ±3 | 3.4 | ±0.1 | |
| 31 to 40 Years Old | 99 | ±1 | 7 | 16 | 18 | 49 | 11 | ±2 | 3.4 | ±0.1 | |
| 41 to 50 Years Old | 99 | ±1 | 7 | 17 | 17 | 48 | 12 | ±2 | 3.4 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 8 | 17 | 17 | 47 | 11 | ±2 | 3.4 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 6 | 15 | 15 | 50 | 14 | ±3 | 3.5 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 7 | 16 | 18 | 48 | 11 | ±1 | 3.4 | ±0.1 | |
| Female | 99 | ±1 | 7 | 18 | 16 | 46 | 12 | ±2 | 3.4 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 7 | 18 | 17 | 47 | 11 | ±1 | 3.4 | ±0.1 | |
| Total Minority | 99 | ±1 | 7 | 15 | 18 | 48 | 12 | ±2 | 3.4 | ±0.1 | |
| Non-Hispanic Black | 99 | ±1 | 8 | 14 | 16 | 50 | 13 | ±2 | 3.5 | ±0.1 | |
| Hispanic | 99 | ±1 | 7 | 16 | 19 | 46 | 12 | ±3 | 3.4 | ±0.1 | |
| Non-Hispanic API | 98 | ±1 | 4 | 13 | 21 | 51 | 11 | ±3 | 3.5 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 7 | 16 | 19 | 48 | 10 | ±2 | 3.4 | ±0.1 | |
| Some College | 99 | ±1 | 7 | 17 | 18 | 47 | 12 | ±1 | 3.4 | ±0.1 | |
| 4-Year Degree | 99 | ±1 | 7 | 16 | 17 | 49 | 12 | ±2 | 3.4 | ±0.1 | |
| Graduate/Professional Degree | 99 | ±1 | 7 | 18 | 15 | 48 | 13 | ±2 | 3.4 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**b. People in my workplace are protected from health and safety hazards**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|--------------------|----|-------------|----|----|----|-----|--------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 4 | 10 | 19 | 55 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 4 | 11 | 20 | 53 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 4 | 10 | 18 | 54 | 13 | ±2 | 3.6 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 4 | 10 | 19 | 55 | 13 | ±1 | 3.6 | ±0.1 | <div></div> | |
| GS 1 to 4 | 99 | ±1 | 6 | 11 | 18 | 52 | 14 | ±5 | 3.6 | ±0.1 | <div></div> | |
| GS 5 to 8 | 99 | ±1 | 5 | 12 | 20 | 51 | 11 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 3 | 10 | 19 | 56 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 3 | 9 | 17 | 56 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 1 | 6 | 13 | 55 | 26 | ±8 | 4.0 | ±0.1 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 6 | 13 | 20 | 51 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | |
| WG 1 to 5 | 99 | ±2 | 7 | 15 | 22 | 50 | 7 | ±6 | 3.4 | ±0.2 | <div></div> | |
| WG 6 to 9 | 98 | ±1 | 7 | 14 | 20 | 48 | 11 | ±4 | 3.4 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 6 | 14 | 21 | 51 | 9 | ±3 | 3.4 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 3 | 9 | 16 | 57 | 15 | ±4 | 3.7 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 3 | 9 | 18 | 57 | 13 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 3 | 10 | 18 | 55 | 14 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Clerical | 99 | ±1 | 5 | 12 | 19 | 52 | 12 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Other White Collar | 99 | ±1 | 10 | 18 | 20 | 44 | 7 | ±4 | 3.2 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 6 | 13 | 20 | 52 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 2 | 9 | 16 | 57 | 15 | ±4 | 3.7 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 2 | 7 | 19 | 59 | 13 | ±2 | 3.7 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 3 | 8 | 15 | 57 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 3 | 8 | 13 | 57 | 20 | ±3 | 3.8 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 3 | 16 | 20 | 49 | 12 | ±5 | 3.5 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 3 | 9 | 13 | 59 | 16 | ±4 | 3.7 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 4 | 11 | 20 | 53 | 11 | ±1 | 3.6 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | |
| Other Than Full-Time | 99 | ±2 | 4 | 7 | 21 | 55 | 14 | ±7 | 3.7 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 3 | 8 | 18 | 56 | 14 | ±3 | 3.7 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | |
| Non-Permanent | 99 | ±1 | 2 | 7 | 21 | 56 | 14 | ±5 | 3.7 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 3 | 9 | 18 | 55 | 14 | ±1 | 3.7 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 5 | 12 | 20 | 52 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**b. People in my workplace are protected from health and safety hazards**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 4 | 10 | 18 | 55 | 13 | ±1 | 3.6 | ±0.1 | |
| Disability | 99 | ±1 | 6 | 15 | 21 | 47 | 11 | ±2 | 3.4 | ±0.1 | |
| Targeted Disability | 99 | ±1 | 8 | 14 | 20 | 46 | 11 | ±3 | 3.4 | ±0.1 | |
| Other Disability | 99 | ±1 | 6 | 15 | 22 | 48 | 10 | ±2 | 3.4 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±1 | 3.6 | ±0.1 | |
| Veteran | 99 | ±1 | 4 | 11 | 18 | 54 | 13 | ±1 | 3.6 | ±0.1 | |
| 10 Point 30% | 99 | ±1 | 6 | 11 | 18 | 51 | 14 | ±3 | 3.6 | ±0.1 | |
| 10 Point Non-30% | 99 | ±1 | 5 | 12 | 20 | 49 | 14 | ±3 | 3.6 | ±0.1 | |
| 5 Point | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±2 | 3.6 | ±0.1 | |
| No Preference | 99 | ±1 | 4 | 8 | 16 | 58 | 14 | ±3 | 3.7 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±2 | 3.6 | ±0.1 | |
| FERS | 99 | ±1 | 4 | 10 | 19 | 54 | 12 | ±1 | 3.6 | ±0.1 | |
| Other Plan | 98 | ±2 | 2 | 11 | 22 | 53 | 12 | ±6 | 3.6 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 4 | 10 | 19 | 55 | 13 | ±1 | 3.6 | ±0.1 | |
| Optional Eligible | 99 | ±1 | 5 | 11 | 19 | 53 | 12 | ±2 | 3.6 | ±0.1 | |
| Discontinued Service | 99 | ±1 | 4 | 13 | 18 | 53 | 12 | ±2 | 3.6 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 3 | 9 | 20 | 54 | 14 | ±2 | 3.7 | ±0.1 | |
| 5 to 10 Years | 99 | ±1 | 4 | 10 | 18 | 55 | 13 | ±3 | 3.6 | ±0.1 | |
| 11 to 20 Years | 99 | ±1 | 4 | 11 | 19 | 54 | 12 | ±2 | 3.6 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 4 | 12 | 19 | 53 | 12 | ±2 | 3.6 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 4 | 11 | 17 | 55 | 12 | ±2 | 3.6 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 3 | 10 | 20 | 54 | 12 | ±3 | 3.6 | ±0.1 | |
| 31 to 40 Years Old | 99 | ±1 | 3 | 10 | 19 | 55 | 12 | ±2 | 3.6 | ±0.1 | |
| 41 to 50 Years Old | 99 | ±1 | 4 | 11 | 18 | 54 | 12 | ±2 | 3.6 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 4 | 12 | 19 | 53 | 12 | ±2 | 3.6 | ±0.1 | |
| More Than 60 Years Old | 99 | ±1 | 3 | 10 | 20 | 54 | 14 | ±3 | 3.7 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 4 | 10 | 19 | 55 | 13 | ±1 | 3.6 | ±0.1 | |
| Female | 99 | ±1 | 5 | 12 | 19 | 53 | 12 | ±2 | 3.6 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 4 | 11 | 18 | 55 | 12 | ±1 | 3.6 | ±0.1 | |
| Total Minority | 99 | ±1 | 5 | 11 | 20 | 52 | 12 | ±2 | 3.6 | ±0.1 | |
| Non-Hispanic Black | 99 | ±1 | 5 | 12 | 20 | 52 | 11 | ±2 | 3.5 | ±0.1 | |
| Hispanic | 99 | ±1 | 5 | 10 | 19 | 53 | 13 | ±3 | 3.6 | ±0.1 | |
| Non-Hispanic API | 99 | ±1 | 3 | 7 | 22 | 56 | 12 | ±3 | 3.7 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 5 | 13 | 20 | 52 | 11 | ±2 | 3.5 | ±0.1 | |
| Some College | 99 | ±1 | 5 | 11 | 19 | 53 | 12 | ±1 | 3.6 | ±0.1 | |
| 4-Year Degree | 99 | ±1 | 3 | 10 | 18 | 56 | 13 | ±2 | 3.7 | ±0.1 | |
| Graduate/Professional Degree | 99 | ±1 | 3 | 8 | 18 | 56 | 15 | ±2 | 3.7 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**c. My worksite/facility is well protected against outside threats to security**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|-----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 4 | 11 | 20 | 51 | 15 | ±1 | 3.6 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 4 | 12 | 20 | 49 | 14 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 3 | 10 | 20 | 51 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 3 | 8 | 19 | 53 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 99 | ±1 | 5 | 11 | 20 | 49 | 14 | ±2 | 3.6 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 4 | 10 | 19 | 51 | 15 | ±1 | 3.6 | ±0.1 | <div></div> | |
| GS 1 to 4 | 98 | ±2 | 6 | 11 | 20 | 49 | 15 | ±5 | 3.6 | ±0.1 | <div></div> | |
| GS 5 to 8 | 98 | ±1 | 5 | 13 | 21 | 47 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 3 | 10 | 20 | 53 | 14 | ±2 | 3.7 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 3 | 9 | 16 | 52 | 19 | ±2 | 3.7 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 3 | 15 | 9 | 44 | 29 | ±8 | 3.8 | ±0.2 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 5 | 11 | 22 | 48 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| WG 1 to 5 | 99 | ±1 | 5 | 11 | 25 | 46 | 13 | ±6 | 3.5 | ±0.2 | <div></div> | |
| WG 6 to 9 | 99 | ±1 | 7 | 12 | 21 | 46 | 14 | ±4 | 3.5 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 5 | 12 | 22 | 49 | 13 | ±3 | 3.5 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 4 | 10 | 21 | 51 | 13 | ±4 | 3.6 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 3 | 9 | 18 | 53 | 17 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 3 | 10 | 19 | 53 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 4 | 12 | 21 | 49 | 15 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Clerical | 98 | ±1 | 5 | 11 | 21 | 48 | 15 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Other White Collar | 99 | ±1 | 10 | 17 | 18 | 44 | 11 | ±4 | 3.3 | ±0.1 | <div></div> | |
| Blue Collar | 99 | ±1 | 5 | 11 | 22 | 48 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 2 | 11 | 19 | 50 | 19 | ±4 | 3.7 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 2 | 9 | 18 | 53 | 17 | ±2 | 3.7 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 3 | 11 | 18 | 51 | 17 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 3 | 10 | 15 | 51 | 21 | ±3 | 3.8 | ±0.1 | <div></div> | |
| Wage Leader | 100 | ±1 | 5 | 12 | 22 | 48 | 12 | ±5 | 3.5 | ±0.1 | <div></div> | |
| Wage Supervisor | 98 | ±1 | 4 | 9 | 20 | 53 | 14 | ±4 | 3.6 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 4 | 11 | 20 | 51 | 14 | ±1 | 3.6 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 4 | 11 | 20 | 51 | 15 | ±1 | 3.6 | ±0.1 | <div></div> | |
| Other Than Full-Time | 99 | ±2 | 5 | 8 | 24 | 47 | 16 | ±7 | 3.6 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 4 | 11 | 20 | 50 | 15 | ±1 | 3.6 | ±0.1 | <div></div> | |
| OCONUS | 99 | ±1 | 3 | 10 | 18 | 54 | 15 | ±3 | 3.7 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 4 | 11 | 20 | 51 | 15 | ±1 | 3.6 | ±0.1 | <div></div> | |
| Non-Permanent | 98 | ±2 | 3 | 10 | 19 | 50 | 17 | ±5 | 3.7 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 3 | 10 | 19 | 51 | 16 | ±1 | 3.7 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 5 | 11 | 21 | 49 | 13 | ±2 | 3.6 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**c. My worksite/facility is well protected against outside threats to security**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 4 | 10 | 19 | 51 | 15 | ±1 | 3.6 | ±0.1 | |
| Disability | 98 | ±1 | 5 | 13 | 22 | 46 | 14 | ±2 | 3.5 | ±0.1 | |
| Targeted Disability | 99 | ±1 | 6 | 12 | 23 | 45 | 15 | ±3 | 3.5 | ±0.1 | |
| Other Disability | 98 | ±1 | 5 | 13 | 22 | 46 | 14 | ±2 | 3.5 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 4 | 10 | 20 | 51 | 15 | ±1 | 3.6 | ±0.1 | |
| Veteran | 99 | ±1 | 4 | 11 | 20 | 50 | 16 | ±1 | 3.6 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 4 | 11 | 19 | 49 | 16 | ±3 | 3.6 | ±0.1 | |
| 10 Point Non-30% | 99 | ±1 | 5 | 11 | 21 | 47 | 16 | ±3 | 3.6 | ±0.1 | |
| 5 Point | 99 | ±1 | 4 | 11 | 20 | 50 | 15 | ±2 | 3.6 | ±0.1 | |
| No Preference | 99 | ±1 | 4 | 12 | 20 | 48 | 17 | ±3 | 3.6 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 4 | 10 | 20 | 51 | 15 | ±2 | 3.6 | ±0.1 | |
| FERS | 99 | ±1 | 4 | 11 | 20 | 51 | 15 | ±1 | 3.6 | ±0.1 | |
| Other Plan | 97 | ±2 | 4 | 12 | 23 | 46 | 15 | ±6 | 3.6 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 4 | 11 | 20 | 50 | 15 | ±1 | 3.6 | ±0.1 | |
| Optional Eligible | 99 | ±1 | 4 | 10 | 20 | 51 | 15 | ±2 | 3.6 | ±0.1 | |
| Discontinued Service | 99 | ±1 | 4 | 11 | 20 | 50 | 15 | ±2 | 3.6 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 3 | 10 | 20 | 50 | 17 | ±2 | 3.7 | ±0.1 | |
| 5 to 10 Years | 99 | ±1 | 5 | 11 | 19 | 50 | 15 | ±3 | 3.6 | ±0.1 | |
| 11 to 20 Years | 99 | ±1 | 4 | 11 | 20 | 51 | 14 | ±2 | 3.6 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 3 | 11 | 21 | 51 | 15 | ±2 | 3.6 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 4 | 10 | 18 | 51 | 16 | ±2 | 3.7 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 4 | 11 | 22 | 49 | 14 | ±3 | 3.6 | ±0.1 | |
| 31 to 40 Years Old | 99 | ±1 | 4 | 12 | 19 | 50 | 14 | ±2 | 3.6 | ±0.1 | |
| 41 to 50 Years Old | 99 | ±1 | 4 | 10 | 20 | 51 | 15 | ±2 | 3.6 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 4 | 10 | 20 | 50 | 15 | ±2 | 3.6 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 2 | 9 | 20 | 52 | 18 | ±3 | 3.7 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 4 | 10 | 19 | 51 | 16 | ±1 | 3.6 | ±0.1 | |
| Female | 99 | ±1 | 4 | 11 | 21 | 51 | 13 | ±2 | 3.6 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 4 | 11 | 19 | 51 | 15 | ±1 | 3.6 | ±0.1 | |
| Total Minority | 98 | ±1 | 4 | 11 | 22 | 49 | 14 | ±2 | 3.6 | ±0.1 | |
| Non-Hispanic Black | 98 | ±1 | 5 | 13 | 23 | 48 | 11 | ±2 | 3.5 | ±0.1 | |
| Hispanic | 98 | ±1 | 5 | 10 | 20 | 50 | 16 | ±3 | 3.6 | ±0.1 | |
| Non-Hispanic API | 98 | ±1 | 1 | 6 | 20 | 55 | 18 | ±3 | 3.8 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 5 | 11 | 22 | 50 | 12 | ±2 | 3.5 | ±0.1 | |
| Some College | 99 | ±1 | 4 | 11 | 21 | 50 | 14 | ±1 | 3.6 | ±0.1 | |
| 4-Year Degree | 99 | ±1 | 3 | 10 | 20 | 52 | 16 | ±2 | 3.7 | ±0.1 | |
| Graduate/Professional Degree | 99 | ±1 | 3 | 9 | 17 | 52 | 19 | ±2 | 3.8 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

66. How satisfied are you with the overall quality of your worksite?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 100 | ±1 | 2 | 10 | 18 | 56 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Army | 100 | ±1 | 2 | 10 | 18 | 56 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| Navy | 100 | ±1 | 2 | 10 | 19 | 56 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| Air Force | 100 | ±1 | 2 | 10 | 17 | 57 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 99 | ±1 | 2 | 9 | 18 | 56 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 100 | ±1 | 2 | 10 | 17 | 57 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| GS 1 to 4 | 99 | ±1 | 2 | 9 | 20 | 53 | 16 | ±5 | 3.7 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 2 | 10 | 19 | 54 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 100 | ±1 | 2 | 10 | 17 | 58 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 100 | ±1 | 2 | 10 | 15 | 58 | 16 | ±2 | 3.8 | ±0.1 | <div></div> |
| SES | 100 | ±1 | 1 | 8 | 8 | 52 | 30 | ±8 | 4.0 | ±0.1 | <div></div> |
| Blue Collar Total | 100 | ±1 | 2 | 11 | 20 | 54 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| WG 1 to 5 | 99 | ±1 | 3 | 8 | 23 | 54 | 13 | ±6 | 3.7 | ±0.1 | <div></div> |
| WG 6 to 9 | 99 | ±1 | 2 | 11 | 21 | 53 | 14 | ±4 | 3.6 | ±0.1 | <div></div> |
| WG 10 to 15 | 100 | ±1 | 2 | 12 | 21 | 54 | 11 | ±3 | 3.6 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 100 | ±1 | 2 | 9 | 19 | 57 | 14 | ±4 | 3.7 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 100 | ±1 | 2 | 10 | 17 | 58 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| Administrative | 100 | ±1 | 1 | 9 | 16 | 58 | 16 | ±2 | 3.8 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 2 | 9 | 18 | 56 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 2 | 8 | 20 | 54 | 16 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other White Collar | 99 | ±1 | 4 | 19 | 22 | 46 | 10 | ±4 | 3.4 | ±0.1 | <div></div> |
| Blue Collar | 99 | ±1 | 2 | 10 | 20 | 54 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| Scientists | 100 | ±1 | 2 | 11 | 18 | 56 | 14 | ±4 | 3.7 | ±0.1 | <div></div> |
| Engineers | 100 | ±1 | 1 | 9 | 17 | 60 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 2 | 9 | 15 | 57 | 17 | ±2 | 3.8 | ±0.1 | <div></div> |
| Manager | 100 | ±1 | 2 | 9 | 13 | 57 | 20 | ±3 | 3.8 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 2 | 11 | 23 | 52 | 12 | ±5 | 3.6 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 2 | 8 | 17 | 59 | 14 | ±4 | 3.7 | ±0.1 | <div></div> |
| All Others | 100 | ±1 | 2 | 10 | 19 | 56 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 100 | ±1 | 2 | 10 | 18 | 56 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Than Full-Time | 99 | ±2 | 3 | 6 | 19 | 58 | 15 | ±6 | 3.8 | ±0.2 | <div></div> |
| CONUS | 100 | ±1 | 2 | 10 | 18 | 56 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| OCONUS | 100 | ±1 | 2 | 9 | 17 | 57 | 15 | ±3 | 3.8 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 100 | ±1 | 2 | 10 | 18 | 56 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Non-Permanent | 99 | ±1 | 2 | 7 | 18 | 57 | 16 | ±5 | 3.8 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 100 | ±1 | 2 | 9 | 17 | 57 | 15 | ±1 | 3.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 100 | ±1 | 2 | 10 | 20 | 55 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

66. How satisfied are you with the overall quality of your worksite?

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|-----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 2 | 9 | 17 | 57 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Disability | 100 | ±1 | 3 | 13 | 21 | 50 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |
| Targeted Disability | 100 | ±1 | 4 | 13 | 20 | 48 | 15 | ±3 | 3.6 | ±0.1 | <div></div> |
| Other Disability | 100 | ±1 | 2 | 13 | 21 | 50 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 2 | 9 | 18 | 57 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Veteran | 100 | ±1 | 2 | 10 | 18 | 55 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| 10 Point 30% | 100 | ±1 | 2 | 11 | 17 | 55 | 16 | ±3 | 3.7 | ±0.1 | <div></div> |
| 10 Point Non-30% | 100 | ±1 | 3 | 10 | 17 | 53 | 17 | ±3 | 3.7 | ±0.1 | <div></div> |
| 5 Point | 100 | ±1 | 2 | 10 | 19 | 55 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| No Preference | 100 | ±1 | 2 | 10 | 15 | 57 | 16 | ±3 | 3.8 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 100 | ±1 | 2 | 10 | 18 | 56 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| FERS | 100 | ±1 | 2 | 9 | 18 | 56 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Plan | 99 | ±1 | 2 | 9 | 20 | 54 | 15 | ±6 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 100 | ±1 | 2 | 9 | 18 | 57 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 2 | 10 | 18 | 56 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| Discontinued Service | 100 | ±1 | 2 | 12 | 18 | 54 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 99 | ±1 | 2 | 8 | 19 | 56 | 15 | ±2 | 3.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 100 | ±1 | 2 | 9 | 18 | 56 | 14 | ±3 | 3.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 2 | 10 | 18 | 57 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| 21 to 30 Years | 100 | ±1 | 2 | 11 | 18 | 55 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 2 | 10 | 16 | 56 | 16 | ±2 | 3.8 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 99 | ±1 | 1 | 9 | 21 | 56 | 13 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 100 | ±1 | 2 | 9 | 19 | 58 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 100 | ±1 | 2 | 10 | 17 | 57 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 100 | ±1 | 2 | 11 | 18 | 54 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 2 | 7 | 15 | 58 | 19 | ±3 | 3.9 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 100 | ±1 | 2 | 10 | 18 | 56 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 2 | 10 | 18 | 55 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 100 | ±1 | 2 | 10 | 17 | 56 | 15 | ±1 | 3.7 | ±0.1 | <div></div> |
| Total Minority | 99 | ±1 | 2 | 8 | 19 | 57 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 99 | ±1 | 2 | 8 | 19 | 58 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| Hispanic | 100 | ±1 | 2 | 9 | 20 | 54 | 16 | ±3 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic API | 99 | ±1 | 1 | 7 | 19 | 60 | 14 | ±3 | 3.8 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 99 | ±1 | 2 | 9 | 19 | 55 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| Some College | 100 | ±1 | 2 | 10 | 19 | 55 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| 4-Year Degree | 100 | ±1 | 2 | 10 | 17 | 58 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 100 | ±1 | 2 | 10 | 15 | 57 | 16 | ±2 | 3.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?**a. Availability of personnel services for your work location**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 7 | 19 | 33 | 37 | 4 | ±1 | 3.1 | ±0.1 | <div></div> | |
| Army | 99 | ±1 | 7 | 20 | 31 | 36 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 7 | 19 | 34 | 36 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 7 | 16 | 34 | 39 | 5 | ±2 | 3.2 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 8 | 18 | 33 | 37 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 7 | 19 | 32 | 37 | 4 | ±1 | 3.1 | ±0.1 | <div></div> | |
| GS 1 to 4 | 98 | ±2 | 6 | 13 | 36 | 39 | 6 | ±5 | 3.2 | ±0.1 | <div></div> | |
| GS 5 to 8 | 98 | ±1 | 8 | 18 | 31 | 37 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 7 | 19 | 32 | 37 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 8 | 23 | 31 | 34 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 4 | 17 | 25 | 43 | 11 | ±9 | 3.4 | ±0.2 | <div></div> | |
| Blue Collar Total | 99 | ±1 | 6 | 16 | 36 | 37 | 4 | ±2 | 3.2 | ±0.1 | <div></div> | |
| WG 1 to 5 | 98 | ±2 | 5 | 18 | 33 | 40 | 5 | ±6 | 3.2 | ±0.2 | <div></div> | |
| WG 6 to 9 | 99 | ±1 | 7 | 15 | 33 | 38 | 6 | ±4 | 3.2 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 7 | 17 | 38 | 34 | 3 | ±3 | 3.1 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 5 | 16 | 34 | 41 | 4 | ±4 | 3.2 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 7 | 20 | 34 | 35 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 8 | 20 | 30 | 37 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 7 | 18 | 34 | 37 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Clerical | 98 | ±1 | 7 | 16 | 32 | 39 | 5 | ±3 | 3.2 | ±0.1 | <div></div> | |
| Other White Collar | 98 | ±2 | 9 | 19 | 34 | 35 | 3 | ±4 | 3.0 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 6 | 16 | 36 | 37 | 4 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 8 | 18 | 36 | 33 | 4 | ±3 | 3.1 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 6 | 19 | 37 | 35 | 3 | ±2 | 3.1 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 7 | 20 | 29 | 38 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 9 | 21 | 24 | 41 | 7 | ±3 | 3.2 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 6 | 19 | 36 | 36 | 3 | ±5 | 3.1 | ±0.1 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 5 | 17 | 31 | 42 | 4 | ±4 | 3.2 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 7 | 18 | 34 | 36 | 4 | ±1 | 3.1 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 7 | 19 | 33 | 37 | 4 | ±1 | 3.1 | ±0.1 | <div></div> | |
| Other Than Full-Time | 97 | ±3 | 6 | 14 | 39 | 37 | 4 | ±7 | 3.2 | ±0.2 | <div></div> | |
| CONUS | 99 | ±1 | 7 | 18 | 33 | 37 | 4 | ±1 | 3.1 | ±0.1 | <div></div> | |
| OCONUS | 98 | ±1 | 8 | 19 | 31 | 37 | 4 | ±3 | 3.1 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 7 | 19 | 33 | 37 | 4 | ±1 | 3.1 | ±0.1 | <div></div> | |
| Non-Permanent | 97 | ±2 | 5 | 12 | 38 | 39 | 5 | ±5 | 3.3 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 7 | 19 | 31 | 38 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | |
| In Bargaining Unit | 99 | ±1 | 7 | 18 | 35 | 36 | 4 | ±1 | 3.1 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
a. Availability of personnel services for your work location

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 7 | 18 | 33 | 37 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 10 | 20 | 31 | 35 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 11 | 19 | 31 | 34 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 9 | 21 | 31 | 35 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 7 | 19 | 33 | 37 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 7 | 19 | 33 | 37 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 8 | 19 | 28 | 39 | 6 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 7 | 19 | 32 | 37 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 7 | 19 | 34 | 36 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 6 | 16 | 33 | 41 | 5 | ±3 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 8 | 21 | 32 | 35 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 7 | 18 | 33 | 38 | 5 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Plan | 96 | ±3 | 6 | 16 | 42 | 33 | 4 | ±6 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 7 | 18 | 34 | 37 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 7 | 19 | 32 | 38 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 9 | 20 | 31 | 36 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 4 | 13 | 37 | 40 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 7 | 17 | 33 | 38 | 5 | ±3 | 3.2 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 7 | 19 | 33 | 37 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 8 | 21 | 32 | 35 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 8 | 20 | 31 | 36 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 5 | 12 | 38 | 40 | 5 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 98 | ±1 | 6 | 15 | 35 | 39 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 7 | 20 | 33 | 36 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 8 | 21 | 31 | 35 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 6 | 20 | 29 | 38 | 6 | ±3 | 3.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 7 | 18 | 34 | 37 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 8 | 19 | 30 | 37 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 7 | 20 | 34 | 35 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 6 | 16 | 31 | 42 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 6 | 15 | 28 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 8 | 16 | 32 | 40 | 5 | ±3 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 4 | 15 | 36 | 41 | 4 | ±3 | 3.3 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 5 | 15 | 34 | 42 | 4 | ±2 | 3.3 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 7 | 18 | 33 | 37 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 7 | 20 | 34 | 35 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 9 | 21 | 30 | 35 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
b. Quality of personnel services for your work location (e.g., timeliness and completeness of response, usefulness of information, and helpfulness of staff)

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|----|----|--------------------|----|-------------|----|----|----|-----|--------|----------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 8 | 19 | 34 | 34 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | | |
| Army | 99 | ±1 | 9 | 21 | 32 | 34 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| Navy | 99 | ±1 | 7 | 19 | 36 | 34 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| Air Force | 99 | ±1 | 8 | 19 | 34 | 35 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 98 | ±1 | 8 | 18 | 35 | 34 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 8 | 20 | 33 | 34 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 98 | ±2 | 7 | 15 | 36 | 36 | 5 | ±5 | 3.2 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 98 | ±1 | 9 | 20 | 31 | 36 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 99 | ±1 | 8 | 20 | 35 | 33 | 4 | ±1 | 3.1 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 99 | ±1 | 9 | 23 | 32 | 32 | 5 | ±2 | 3.0 | ±0.1 | <div></div> | | |
| SES | 99 | ±1 | 7 | 19 | 22 | 40 | 12 | ±9 | 3.3 | ±0.2 | <div></div> | | |
| Blue Collar Total | 99 | ±1 | 7 | 17 | 36 | 35 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 98 | ±2 | 7 | 18 | 34 | 37 | 5 | ±6 | 3.2 | ±0.2 | <div></div> | | |
| WG 6 to 9 | 99 | ±1 | 8 | 17 | 33 | 37 | 6 | ±3 | 3.2 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 99 | ±1 | 8 | 18 | 39 | 33 | 3 | ±3 | 3.0 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 98 | ±1 | 6 | 18 | 35 | 38 | 4 | ±4 | 3.2 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 99 | ±1 | 8 | 20 | 35 | 32 | 4 | ±2 | 3.0 | ±0.1 | <div></div> | | |
| Administrative | 99 | ±1 | 8 | 21 | 32 | 33 | 5 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| Technical | 99 | ±1 | 8 | 19 | 34 | 35 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| Clerical | 98 | ±1 | 8 | 18 | 32 | 37 | 5 | ±3 | 3.1 | ±0.1 | <div></div> | | |
| Other White Collar | 98 | ±2 | 11 | 21 | 32 | 33 | 4 | ±4 | 3.0 | ±0.1 | <div></div> | | |
| Blue Collar | 98 | ±1 | 7 | 17 | 36 | 35 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| Scientists | 99 | ±1 | 10 | 17 | 38 | 31 | 5 | ±3 | 3.0 | ±0.1 | <div></div> | | |
| Engineers | 99 | ±1 | 7 | 19 | 39 | 32 | 3 | ±2 | 3.0 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 8 | 22 | 29 | 35 | 6 | ±2 | 3.1 | ±0.1 | <div></div> | | |
| Manager | 99 | ±1 | 10 | 23 | 25 | 36 | 7 | ±3 | 3.1 | ±0.1 | <div></div> | | |
| Wage Leader | 99 | ±1 | 7 | 19 | 37 | 33 | 3 | ±5 | 3.1 | ±0.1 | <div></div> | | |
| Wage Supervisor | 99 | ±1 | 7 | 17 | 34 | 38 | 5 | ±4 | 3.2 | ±0.1 | <div></div> | | |
| All Others | 99 | ±1 | 8 | 19 | 35 | 34 | 4 | ±1 | 3.1 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 8 | 20 | 34 | 34 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 96 | ±3 | 7 | 13 | 39 | 36 | 5 | ±7 | 3.2 | ±0.2 | <div></div> | | |
| CONUS | 99 | ±1 | 8 | 19 | 34 | 34 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | | |
| OCONUS | 97 | ±2 | 11 | 20 | 31 | 33 | 5 | ±3 | 3.0 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 8 | 20 | 34 | 34 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | | |
| Non-Permanent | 96 | ±2 | 6 | 14 | 36 | 36 | 7 | ±5 | 3.2 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 8 | 19 | 33 | 35 | 5 | ±1 | 3.1 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 99 | ±1 | 8 | 19 | 35 | 33 | 4 | ±1 | 3.0 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
- b. Quality of personnel services for your work location (e.g., timeliness and completeness of response, usefulness of information, and helpfulness of staff)

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 8 | 19 | 34 | 35 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 11 | 22 | 31 | 32 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 12 | 20 | 31 | 31 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 10 | 22 | 30 | 32 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 8 | 19 | 34 | 34 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 8 | 20 | 33 | 34 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 10 | 21 | 28 | 35 | 6 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 8 | 22 | 31 | 35 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 8 | 19 | 35 | 33 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 7 | 18 | 32 | 38 | 5 | ±3 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 9 | 20 | 34 | 33 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 8 | 19 | 34 | 35 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 7 | 17 | 39 | 33 | 4 | ±6 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 8 | 19 | 35 | 34 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 8 | 19 | 33 | 35 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 9 | 21 | 33 | 33 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 6 | 14 | 36 | 38 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 8 | 20 | 32 | 35 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 8 | 20 | 34 | 34 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 9 | 21 | 33 | 33 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 8 | 20 | 33 | 33 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 6 | 14 | 37 | 38 | 5 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 98 | ±1 | 7 | 17 | 36 | 35 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 8 | 20 | 34 | 33 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 9 | 21 | 33 | 33 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 6 | 20 | 29 | 38 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 8 | 19 | 35 | 34 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 9 | 20 | 32 | 34 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 8 | 20 | 35 | 32 | 4 | ±1 | 3.0 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 7 | 17 | 32 | 39 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 6 | 17 | 29 | 41 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 8 | 16 | 34 | 36 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic API | 97 | ±2 | 5 | 14 | 37 | 40 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 6 | 15 | 35 | 39 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 8 | 19 | 34 | 34 | 5 | ±1 | 3.1 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 8 | 21 | 35 | 32 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 10 | 21 | 31 | 32 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?**c. Availability of personnel services at a centralized location (away from your worksite)**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | |
|-----------------------------|----|----|-----------------------|----|-------------|----|---|----|-----|-----------|----------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 8 | 18 | 42 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 8 | 19 | 40 | 29 | 3 | ±2 | 3.0 | ±0.1 | <div></div> | |
| Navy | 99 | ±1 | 8 | 19 | 42 | 29 | 2 | ±2 | 3.0 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 6 | 15 | 42 | 33 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 8 | 17 | 43 | 30 | 3 | ±2 | 3.0 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 8 | 18 | 41 | 29 | 3 | ±1 | 3.0 | ±0.1 | <div></div> | |
| GS 1 to 4 | 97 | ±2 | 6 | 12 | 43 | 35 | 4 | ±5 | 3.2 | ±0.1 | <div></div> | |
| GS 5 to 8 | 98 | ±1 | 8 | 17 | 40 | 32 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 8 | 19 | 41 | 29 | 3 | ±2 | 3.0 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 9 | 22 | 41 | 25 | 2 | ±2 | 2.9 | ±0.1 | <div></div> | |
| SES | NR | ±0 | 7 | 22 | 32 | 33 | 7 | ±8 | 3.1 | ±0.2 | <div></div> | |
| Blue Collar Total | 98 | ±1 | 6 | 14 | 43 | 33 | 3 | ±2 | 3.1 | ±0.1 | <div></div> | |
| WG 1 to 5 | 98 | ±2 | 6 | 16 | 40 | 35 | 3 | ±6 | 3.1 | ±0.1 | <div></div> | |
| WG 6 to 9 | 98 | ±1 | 7 | 12 | 43 | 34 | 5 | ±4 | 3.2 | ±0.1 | <div></div> | |
| WG 10 to 15 | 99 | ±1 | 6 | 15 | 44 | 32 | 2 | ±3 | 3.1 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 6 | 15 | 40 | 37 | 2 | ±4 | 3.1 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 99 | ±1 | 8 | 20 | 44 | 26 | 2 | ±2 | 2.9 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 8 | 20 | 40 | 29 | 3 | ±2 | 3.0 | ±0.1 | <div></div> | |
| Technical | 99 | ±1 | 7 | 16 | 42 | 31 | 3 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Clerical | 98 | ±1 | 7 | 16 | 41 | 32 | 4 | ±3 | 3.1 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 10 | 15 | 39 | 34 | 2 | ±4 | 3.0 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 6 | 14 | 43 | 34 | 3 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Scientists | 99 | ±1 | 8 | 18 | 47 | 24 | 3 | ±4 | 2.9 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 7 | 19 | 47 | 26 | 1 | ±2 | 3.0 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 8 | 21 | 37 | 30 | 4 | ±2 | 3.0 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 11 | 22 | 33 | 30 | 4 | ±3 | 2.9 | ±0.1 | <div></div> | |
| Wage Leader | 98 | ±2 | 8 | 15 | 43 | 32 | 2 | ±5 | 3.0 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 6 | 15 | 38 | 38 | 2 | ±4 | 3.2 | ±0.1 | <div></div> | |
| All Others | 99 | ±1 | 7 | 17 | 43 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 8 | 18 | 41 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> | |
| Other Than Full-Time | 96 | ±3 | 5 | 10 | 52 | 31 | 3 | ±7 | 3.2 | ±0.1 | <div></div> | |
| CONUS | 99 | ±1 | 7 | 18 | 42 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> | |
| OCONUS | 97 | ±2 | 10 | 18 | 39 | 30 | 3 | ±3 | 3.0 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 8 | 18 | 41 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> | |
| Non-Permanent | 96 | ±2 | 4 | 9 | 48 | 34 | 4 | ±5 | 3.2 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 7 | 18 | 41 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 8 | 17 | 43 | 30 | 3 | ±2 | 3.0 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
c. Availability of personnel services at a centralized location (away from your worksite)

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 7 | 17 | 42 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 10 | 19 | 40 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 10 | 18 | 39 | 29 | 3 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 10 | 19 | 40 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 8 | 18 | 43 | 29 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 7 | 18 | 40 | 32 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 9 | 17 | 36 | 33 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 7 | 19 | 38 | 33 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 8 | 18 | 41 | 31 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 6 | 15 | 42 | 33 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 9 | 20 | 41 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 7 | 16 | 42 | 31 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Plan | 95 | ±3 | 5 | 14 | 49 | 30 | 2 | ±6 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 7 | 17 | 43 | 30 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 7 | 18 | 40 | 32 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 9 | 20 | 40 | 27 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 4 | 11 | 47 | 34 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 7 | 17 | 40 | 33 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 8 | 17 | 42 | 30 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 9 | 20 | 40 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 10 | 21 | 39 | 28 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 97 | ±1 | 5 | 11 | 47 | 33 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 98 | ±1 | 6 | 14 | 44 | 33 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 8 | 18 | 42 | 29 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 9 | 20 | 40 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 7 | 18 | 38 | 33 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 7 | 17 | 42 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 8 | 18 | 41 | 29 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 8 | 18 | 43 | 28 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 6 | 16 | 39 | 35 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 5 | 16 | 36 | 38 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 7 | 16 | 38 | 34 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 5 | 12 | 46 | 35 | 3 | ±3 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 5 | 14 | 43 | 35 | 3 | ±2 | 3.2 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 7 | 17 | 41 | 31 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 8 | 19 | 44 | 27 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 10 | 21 | 40 | 26 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?**d. Quality of personnel services from a centralized location**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 8 | 17 | 42 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 8 | 19 | 41 | 29 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 7 | 18 | 44 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 7 | 15 | 42 | 32 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 8 | 16 | 42 | 31 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 8 | 18 | 42 | 29 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 7 | 14 | 42 | 35 | 3 | ±5 | 3.1 | ±0.1 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 8 | 16 | 40 | 32 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 8 | 18 | 43 | 29 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 98 | ±1 | 9 | 22 | 41 | 25 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |
| SES | 98 | ±1 | 8 | 23 | 29 | 33 | 7 | ±10 | 3.1 | ±0.2 | <div></div> |
| Blue Collar Total | 98 | ±1 | 6 | 14 | 44 | 33 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| WG 1 to 5 | 98 | ±2 | 5 | 16 | 42 | 33 | 4 | ±6 | 3.2 | ±0.1 | <div></div> |
| WG 6 to 9 | 98 | ±1 | 6 | 13 | 42 | 34 | 4 | ±4 | 3.2 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 6 | 14 | 47 | 31 | 2 | ±3 | 3.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±2 | 6 | 15 | 41 | 36 | 3 | ±4 | 3.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 9 | 18 | 46 | 25 | 2 | ±2 | 2.9 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 8 | 20 | 39 | 29 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 7 | 16 | 42 | 31 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Clerical | 98 | ±1 | 8 | 16 | 41 | 33 | 3 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 10 | 16 | 40 | 32 | 2 | ±4 | 3.0 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 6 | 14 | 44 | 33 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Scientists | 98 | ±1 | 9 | 17 | 47 | 24 | 3 | ±4 | 2.9 | ±0.1 | <div></div> |
| Engineers | 98 | ±1 | 7 | 18 | 50 | 24 | 1 | ±2 | 3.0 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 8 | 21 | 37 | 30 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 12 | 23 | 32 | 29 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 6 | 18 | 42 | 32 | 2 | ±5 | 3.0 | ±0.1 | <div></div> |
| Wage Supervisor | 98 | ±2 | 6 | 14 | 39 | 38 | 3 | ±4 | 3.2 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 7 | 16 | 44 | 29 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 8 | 17 | 42 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 95 | ±3 | 6 | 11 | 49 | 31 | 3 | ±7 | 3.1 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 7 | 17 | 43 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| OCONUS | 97 | ±2 | 11 | 18 | 38 | 30 | 4 | ±3 | 3.0 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 8 | 17 | 42 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Non-Permanent | 96 | ±3 | 5 | 11 | 46 | 34 | 4 | ±5 | 3.2 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 8 | 18 | 42 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 8 | 16 | 43 | 30 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
d. Quality of personnel services from a centralized location

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 7 | 17 | 43 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 10 | 19 | 39 | 28 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±1 | 11 | 18 | 37 | 29 | 4 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 9 | 19 | 40 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 8 | 17 | 44 | 29 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 7 | 17 | 41 | 31 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 9 | 18 | 35 | 32 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±1 | 7 | 19 | 39 | 32 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 7 | 17 | 42 | 31 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 7 | 16 | 41 | 33 | 3 | ±3 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 8 | 19 | 42 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 7 | 16 | 42 | 31 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 6 | 13 | 50 | 28 | 3 | ±6 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 7 | 16 | 44 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 7 | 18 | 40 | 31 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 9 | 19 | 41 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 5 | 11 | 46 | 34 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 7 | 17 | 42 | 31 | 3 | ±3 | 3.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 8 | 17 | 43 | 30 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 9 | 19 | 41 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 9 | 20 | 39 | 29 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 97 | ±1 | 5 | 11 | 47 | 33 | 3 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 6 | 13 | 45 | 32 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 8 | 18 | 43 | 29 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 9 | 20 | 40 | 28 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 7 | 17 | 39 | 32 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 7 | 17 | 43 | 30 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 8 | 18 | 40 | 30 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 8 | 18 | 44 | 27 | 3 | ±1 | 3.0 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 6 | 15 | 39 | 36 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 5 | 14 | 37 | 38 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 97 | ±1 | 8 | 15 | 39 | 34 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 4 | 12 | 44 | 36 | 3 | ±3 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 5 | 13 | 42 | 36 | 3 | ±2 | 3.2 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 7 | 17 | 42 | 31 | 3 | ±1 | 3.1 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 8 | 18 | 44 | 26 | 3 | ±2 | 3.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 11 | 20 | 41 | 27 | 3 | ±2 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
e. Availability of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 3 | 7 | 25 | 52 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 4 | 8 | 24 | 52 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 3 | 6 | 27 | 52 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 3 | 7 | 26 | 51 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 3 | 6 | 26 | 52 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 3 | 7 | 25 | 52 | 13 | ±1 | 3.6 | ±0.1 | <div></div> |
| GS 1 to 4 | 98 | ±2 | 3 | 6 | 31 | 47 | 13 | ±5 | 3.6 | ±0.1 | <div></div> |
| GS 5 to 8 | 98 | ±1 | 3 | 6 | 24 | 53 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 3 | 7 | 23 | 54 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 3 | 9 | 26 | 51 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 2 | 13 | 29 | 43 | 14 | ±8 | 3.5 | ±0.2 | <div></div> |
| Blue Collar Total | 98 | ±1 | 4 | 6 | 28 | 51 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| WG 1 to 5 | 97 | ±2 | 4 | 6 | 34 | 46 | 10 | ±6 | 3.5 | ±0.1 | <div></div> |
| WG 6 to 9 | 98 | ±1 | 4 | 6 | 27 | 50 | 13 | ±4 | 3.6 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 4 | 6 | 29 | 50 | 11 | ±3 | 3.6 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 3 | 7 | 25 | 54 | 11 | ±4 | 3.6 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 3 | 9 | 26 | 50 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 3 | 7 | 23 | 53 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 3 | 6 | 25 | 53 | 12 | ±2 | 3.7 | ±0.1 | <div></div> |
| Clerical | 98 | ±1 | 3 | 7 | 26 | 51 | 12 | ±3 | 3.6 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±2 | 3 | 7 | 23 | 54 | 14 | ±4 | 3.7 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 4 | 6 | 28 | 51 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 4 | 9 | 28 | 48 | 11 | ±4 | 3.5 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 3 | 8 | 27 | 52 | 10 | ±2 | 3.6 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 3 | 8 | 24 | 52 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 4 | 8 | 25 | 51 | 12 | ±3 | 3.6 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 3 | 8 | 26 | 48 | 14 | ±5 | 3.6 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 3 | 5 | 24 | 58 | 10 | ±4 | 3.7 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 3 | 7 | 26 | 52 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 3 | 7 | 25 | 52 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Other Than Full-Time | 96 | ±3 | 4 | 4 | 39 | 44 | 10 | ±7 | 3.5 | ±0.2 | <div></div> |
| CONUS | 99 | ±1 | 3 | 7 | 25 | 52 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| OCONUS | 98 | ±2 | 3 | 8 | 27 | 49 | 13 | ±3 | 3.6 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 3 | 7 | 25 | 52 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Non-Permanent | 97 | ±2 | 3 | 6 | 31 | 46 | 13 | ±5 | 3.6 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 3 | 7 | 25 | 53 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 3 | 7 | 26 | 51 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
- e. Availability of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 3 | 7 | 25 | 53 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 5 | 8 | 26 | 48 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 5 | 8 | 27 | 48 | 12 | ±3 | 3.5 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 5 | 8 | 26 | 48 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 3 | 7 | 26 | 52 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 3 | 7 | 25 | 51 | 13 | ±1 | 3.6 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 4 | 8 | 23 | 50 | 15 | ±3 | 3.6 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 4 | 7 | 25 | 50 | 14 | ±3 | 3.6 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 3 | 7 | 26 | 51 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 1 | 6 | 24 | 55 | 14 | ±3 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 4 | 9 | 27 | 51 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 3 | 6 | 24 | 53 | 14 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Plan | 95 | ±3 | 3 | 5 | 38 | 42 | 12 | ±6 | 3.5 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 3 | 7 | 25 | 52 | 13 | ±1 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 3 | 8 | 26 | 52 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 4 | 8 | 25 | 51 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 2 | 5 | 25 | 52 | 16 | ±2 | 3.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 3 | 6 | 23 | 54 | 15 | ±3 | 3.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 3 | 7 | 25 | 53 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 4 | 9 | 26 | 51 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 5 | 8 | 28 | 49 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 2 | 6 | 24 | 52 | 16 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 98 | ±1 | 2 | 5 | 23 | 55 | 15 | ±2 | 3.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 3 | 7 | 25 | 53 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 4 | 9 | 27 | 50 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 4 | 9 | 29 | 48 | 10 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 3 | 7 | 27 | 51 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 3 | 7 | 24 | 53 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 3 | 8 | 26 | 51 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 3 | 6 | 24 | 54 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 2 | 5 | 21 | 55 | 16 | ±2 | 3.8 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 3 | 6 | 23 | 55 | 13 | ±3 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 2 | 5 | 28 | 55 | 11 | ±3 | 3.7 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 2 | 7 | 28 | 52 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 3 | 7 | 25 | 53 | 13 | ±1 | 3.6 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 3 | 7 | 25 | 52 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 4 | 10 | 26 | 49 | 12 | ±2 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?**f. Quality of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|----|----|--------------------|----|-------------|----|----|----|-----|--------|----------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 3 | 7 | 28 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| Army | 98 | ±1 | 4 | 8 | 27 | 49 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Navy | 99 | ±1 | 3 | 7 | 30 | 50 | 11 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Air Force | 99 | ±1 | 3 | 8 | 27 | 50 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 98 | ±1 | 3 | 6 | 28 | 50 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 3 | 8 | 27 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 97 | ±2 | 3 | 6 | 33 | 47 | 12 | ±5 | 3.6 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 98 | ±1 | 3 | 7 | 26 | 52 | 13 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 99 | ±1 | 3 | 8 | 26 | 52 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 9 | 29 | 47 | 11 | ±2 | 3.5 | ±0.1 | <div></div> | | |
| SES | 99 | ±1 | 3 | 15 | 30 | 39 | 13 | ±8 | 3.4 | ±0.2 | <div></div> | | |
| Blue Collar Total | 98 | ±1 | 3 | 6 | 31 | 48 | 11 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 97 | ±2 | 4 | 6 | 35 | 46 | 10 | ±6 | 3.5 | ±0.1 | <div></div> | | |
| WG 6 to 9 | 99 | ±1 | 4 | 5 | 29 | 48 | 13 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 99 | ±1 | 4 | 6 | 32 | 48 | 10 | ±3 | 3.5 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 98 | ±1 | 2 | 8 | 27 | 53 | 10 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 99 | ±1 | 4 | 9 | 30 | 47 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | | |
| Administrative | 99 | ±1 | 3 | 8 | 25 | 51 | 13 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Technical | 99 | ±1 | 3 | 6 | 28 | 51 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Clerical | 98 | ±1 | 3 | 6 | 28 | 51 | 12 | ±3 | 3.6 | ±0.1 | <div></div> | | |
| Other White Collar | 98 | ±2 | 3 | 6 | 24 | 54 | 13 | ±4 | 3.7 | ±0.1 | <div></div> | | |
| Blue Collar | 98 | ±1 | 3 | 6 | 31 | 49 | 11 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Scientists | 99 | ±1 | 6 | 9 | 32 | 43 | 10 | ±4 | 3.4 | ±0.1 | <div></div> | | |
| Engineers | 99 | ±1 | 3 | 8 | 31 | 48 | 9 | ±2 | 3.5 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 4 | 8 | 26 | 49 | 13 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Manager | 99 | ±1 | 4 | 8 | 28 | 48 | 12 | ±3 | 3.5 | ±0.1 | <div></div> | | |
| Wage Leader | 98 | ±2 | 3 | 8 | 28 | 50 | 12 | ±5 | 3.6 | ±0.1 | <div></div> | | |
| Wage Supervisor | 99 | ±1 | 3 | 6 | 27 | 56 | 9 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| All Others | 99 | ±1 | 3 | 7 | 28 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 3 | 8 | 28 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 96 | ±3 | 4 | 3 | 38 | 45 | 9 | ±7 | 3.5 | ±0.2 | <div></div> | | |
| CONUS | 99 | ±1 | 3 | 7 | 28 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| OCONUS | 97 | ±2 | 4 | 8 | 30 | 47 | 12 | ±3 | 3.6 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 99 | ±1 | 3 | 7 | 28 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| Non-Permanent | 96 | ±2 | 3 | 6 | 33 | 47 | 12 | ±5 | 3.6 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 3 | 7 | 27 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 98 | ±1 | 4 | 7 | 29 | 49 | 11 | ±2 | 3.6 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
- f. Quality of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 3 | 7 | 28 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 5 | 9 | 29 | 46 | 12 | ±2 | 3.5 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 5 | 9 | 29 | 45 | 12 | ±3 | 3.5 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 5 | 8 | 29 | 47 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 3 | 7 | 28 | 50 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 3 | 7 | 27 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 4 | 8 | 24 | 50 | 14 | ±3 | 3.6 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 5 | 7 | 27 | 48 | 14 | ±3 | 3.6 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 3 | 8 | 28 | 50 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 1 | 6 | 27 | 52 | 14 | ±3 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 4 | 9 | 30 | 48 | 9 | ±2 | 3.5 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 3 | 7 | 26 | 51 | 13 | ±1 | 3.6 | ±0.1 | <div></div> |
| Other Plan | 95 | ±3 | 4 | 6 | 40 | 40 | 10 | ±6 | 3.5 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 3 | 7 | 28 | 50 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 3 | 8 | 28 | 50 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 4 | 8 | 29 | 48 | 11 | ±2 | 3.5 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 2 | 5 | 27 | 52 | 15 | ±2 | 3.7 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 3 | 6 | 26 | 51 | 15 | ±3 | 3.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 3 | 7 | 28 | 51 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 4 | 9 | 29 | 48 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 5 | 9 | 30 | 47 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 2 | 5 | 26 | 52 | 15 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 98 | ±1 | 2 | 5 | 26 | 53 | 14 | ±2 | 3.7 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 3 | 8 | 28 | 50 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 4 | 9 | 30 | 48 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 4 | 9 | 30 | 47 | 10 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 4 | 7 | 29 | 49 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 3 | 7 | 26 | 51 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 4 | 8 | 29 | 49 | 11 | ±1 | 3.6 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 3 | 6 | 26 | 53 | 13 | ±2 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 2 | 5 | 23 | 55 | 15 | ±2 | 3.8 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 3 | 7 | 25 | 53 | 12 | ±3 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 2 | 5 | 30 | 53 | 10 | ±3 | 3.6 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 3 | 6 | 30 | 50 | 11 | ±2 | 3.6 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 3 | 7 | 27 | 51 | 12 | ±1 | 3.6 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 3 | 8 | 28 | 50 | 12 | ±2 | 3.6 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 5 | 10 | 29 | 46 | 10 | ±2 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

68. Overall, how satisfied are you with the personnel services you receive?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 99 | ±1 | 4 | 15 | 32 | 44 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Army | 99 | ±1 | 4 | 17 | 31 | 42 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Navy | 99 | ±1 | 3 | 14 | 34 | 43 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 4 | 14 | 31 | 45 | 6 | ±2 | 3.4 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 4 | 13 | 32 | 44 | 6 | ±2 | 3.4 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 99 | ±1 | 4 | 15 | 32 | 43 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 98 | ±1 | 3 | 9 | 36 | 44 | 7 | ±5 | 3.4 | ±0.1 | <div></div> |
| GS 5 to 8 | 99 | ±1 | 4 | 15 | 31 | 43 | 8 | ±2 | 3.4 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 4 | 15 | 31 | 44 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 19 | 32 | 40 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 3 | 19 | 27 | 42 | 9 | ±8 | 3.4 | ±0.2 | <div></div> |
| Blue Collar Total | 99 | ±1 | 4 | 12 | 32 | 46 | 7 | ±2 | 3.4 | ±0.1 | <div></div> |
| WG 1 to 5 | 97 | ±2 | 4 | 11 | 33 | 44 | 8 | ±6 | 3.4 | ±0.2 | <div></div> |
| WG 6 to 9 | 98 | ±1 | 4 | 13 | 29 | 47 | 9 | ±4 | 3.4 | ±0.1 | <div></div> |
| WG 10 to 15 | 99 | ±1 | 4 | 12 | 35 | 45 | 5 | ±3 | 3.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 2 | 12 | 31 | 48 | 7 | ±4 | 3.4 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 99 | ±1 | 4 | 17 | 34 | 41 | 4 | ±2 | 3.3 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 4 | 16 | 30 | 44 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Technical | 99 | ±1 | 4 | 14 | 32 | 43 | 7 | ±2 | 3.4 | ±0.1 | <div></div> |
| Clerical | 99 | ±1 | 4 | 13 | 32 | 44 | 7 | ±3 | 3.4 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±2 | 3 | 15 | 34 | 42 | 6 | ±4 | 3.3 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 4 | 12 | 32 | 46 | 7 | ±2 | 3.4 | ±0.1 | <div></div> |
| Scientists | 99 | ±1 | 4 | 16 | 36 | 39 | 5 | ±3 | 3.2 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 3 | 14 | 37 | 42 | 4 | ±2 | 3.3 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 4 | 17 | 28 | 44 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 5 | 20 | 26 | 42 | 7 | ±3 | 3.3 | ±0.1 | <div></div> |
| Wage Leader | 100 | ±1 | 3 | 12 | 34 | 44 | 6 | ±5 | 3.4 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 3 | 11 | 30 | 50 | 6 | ±4 | 3.5 | ±0.1 | <div></div> |
| All Others | 99 | ±1 | 4 | 14 | 33 | 43 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 99 | ±1 | 4 | 15 | 32 | 44 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Than Full-Time | 97 | ±3 | 4 | 9 | 39 | 42 | 6 | ±7 | 3.4 | ±0.1 | <div></div> |
| CONUS | 99 | ±1 | 4 | 14 | 32 | 44 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| OCONUS | 98 | ±1 | 5 | 18 | 30 | 41 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 99 | ±1 | 4 | 15 | 32 | 43 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Non-Permanent | 97 | ±2 | 4 | 10 | 34 | 45 | 7 | ±5 | 3.4 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 99 | ±1 | 3 | 15 | 31 | 44 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 99 | ±1 | 4 | 14 | 33 | 43 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

68. Overall, how satisfied are you with the personnel services you receive?

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|----|----|-------------|----|----|----|---|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 99 | ±1 | 3 | 14 | 32 | 44 | 6 | ±1 | 3.4 | ±0.1 | <div></div> |
| Disability | 99 | ±1 | 5 | 17 | 31 | 40 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Targeted Disability | 99 | ±1 | 5 | 18 | 29 | 41 | 7 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 5 | 16 | 32 | 40 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 99 | ±1 | 4 | 15 | 32 | 43 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 99 | ±1 | 4 | 14 | 31 | 44 | 7 | ±1 | 3.4 | ±0.1 | <div></div> |
| 10 Point 30% | 99 | ±1 | 5 | 15 | 27 | 44 | 9 | ±3 | 3.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 99 | ±1 | 4 | 15 | 29 | 44 | 8 | ±3 | 3.4 | ±0.1 | <div></div> |
| 5 Point | 99 | ±1 | 4 | 14 | 32 | 43 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| No Preference | 99 | ±1 | 2 | 13 | 30 | 47 | 7 | ±3 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 4 | 16 | 32 | 42 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| FERS | 99 | ±1 | 3 | 14 | 31 | 45 | 7 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Plan | 95 | ±3 | 5 | 12 | 38 | 41 | 5 | ±6 | 3.3 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 99 | ±1 | 4 | 14 | 32 | 44 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Optional Eligible | 99 | ±1 | 3 | 15 | 31 | 43 | 7 | ±2 | 3.4 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 4 | 17 | 32 | 42 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 98 | ±1 | 2 | 10 | 32 | 48 | 8 | ±2 | 3.5 | ±0.1 | <div></div> |
| 5 to 10 Years | 99 | ±1 | 4 | 15 | 30 | 46 | 6 | ±3 | 3.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 99 | ±1 | 4 | 14 | 32 | 44 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 4 | 17 | 32 | 42 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 4 | 17 | 31 | 41 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 98 | ±1 | 3 | 9 | 33 | 49 | 6 | ±3 | 3.5 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 98 | ±1 | 3 | 12 | 33 | 47 | 6 | ±2 | 3.4 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 99 | ±1 | 4 | 16 | 32 | 43 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 4 | 16 | 31 | 42 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 99 | ±1 | 3 | 15 | 30 | 42 | 9 | ±3 | 3.4 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 99 | ±1 | 4 | 14 | 33 | 44 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Female | 99 | ±1 | 4 | 16 | 31 | 43 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 4 | 16 | 32 | 42 | 5 | ±1 | 3.3 | ±0.1 | <div></div> |
| Total Minority | 98 | ±1 | 3 | 12 | 30 | 47 | 8 | ±2 | 3.5 | ±0.1 | <div></div> |
| Non-Hispanic Black | 98 | ±1 | 3 | 10 | 27 | 50 | 9 | ±2 | 3.5 | ±0.1 | <div></div> |
| Hispanic | 99 | ±1 | 3 | 12 | 31 | 46 | 8 | ±3 | 3.4 | ±0.1 | <div></div> |
| Non-Hispanic API | 97 | ±2 | 2 | 11 | 33 | 48 | 7 | ±3 | 3.5 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 2 | 12 | 32 | 46 | 8 | ±2 | 3.5 | ±0.1 | <div></div> |
| Some College | 99 | ±1 | 4 | 14 | 32 | 44 | 7 | ±1 | 3.4 | ±0.1 | <div></div> |
| 4-Year Degree | 99 | ±1 | 4 | 16 | 32 | 43 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 99 | ±1 | 5 | 18 | 31 | 40 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**a. In my work unit, human resources strategies are targeted to achieve the organization's missions and objectives**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 5 | 15 | 36 | 39 | 5 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 5 | 16 | 35 | 39 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 5 | 17 | 37 | 36 | 5 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 4 | 15 | 35 | 40 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 5 | 14 | 37 | 39 | 5 | ±2 | 3.2 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 5 | 15 | 36 | 39 | 5 | ±1 | 3.3 | ±0.1 | <div></div> | |
| GS 1 to 4 | 97 | ±2 | 4 | 10 | 41 | 40 | 5 | ±5 | 3.3 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 5 | 15 | 36 | 39 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 4 | 16 | 36 | 38 | 5 | ±2 | 3.2 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 5 | 18 | 32 | 40 | 6 | ±2 | 3.2 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 3 | 15 | 17 | 51 | 15 | ±8 | 3.6 | ±0.2 | <div></div> | |
| Blue Collar Total | 98 | ±1 | 5 | 15 | 37 | 39 | 5 | ±2 | 3.2 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±3 | 8 | 10 | 36 | 41 | 5 | ±6 | 3.3 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 6 | 14 | 35 | 40 | 6 | ±4 | 3.3 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 5 | 17 | 38 | 36 | 4 | ±3 | 3.2 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 3 | 16 | 34 | 42 | 5 | ±4 | 3.3 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 5 | 16 | 37 | 38 | 5 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 4 | 16 | 34 | 39 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 4 | 14 | 37 | 39 | 5 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Clerical | 97 | ±1 | 4 | 12 | 38 | 41 | 6 | ±3 | 3.3 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 5 | 20 | 36 | 35 | 4 | ±4 | 3.1 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 5 | 16 | 36 | 39 | 5 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Scientists | 98 | ±2 | 6 | 16 | 36 | 36 | 6 | ±3 | 3.2 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 4 | 16 | 39 | 37 | 4 | ±2 | 3.2 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 99 | ±1 | 4 | 16 | 31 | 43 | 5 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 4 | 15 | 27 | 45 | 9 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 4 | 14 | 39 | 39 | 4 | ±5 | 3.3 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 5 | 14 | 32 | 44 | 5 | ±4 | 3.3 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 5 | 15 | 38 | 37 | 5 | ±1 | 3.2 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 5 | 16 | 36 | 39 | 5 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±4 | 7 | 8 | 43 | 38 | 4 | ±7 | 3.3 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 4 | 16 | 36 | 39 | 5 | ±1 | 3.2 | ±0.1 | <div></div> | |
| OCONUS | 97 | ±2 | 6 | 14 | 36 | 38 | 5 | ±3 | 3.2 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 5 | 16 | 36 | 39 | 5 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±2 | 4 | 9 | 40 | 41 | 5 | ±5 | 3.3 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 4 | 15 | 34 | 40 | 6 | ±1 | 3.3 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 5 | 16 | 38 | 36 | 5 | ±1 | 3.2 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**a. In my work unit, human resources strategies are targeted to achieve the organization's missions and objectives**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 4 | 15 | 37 | 39 | 5 | ±1 | 3.3 | ±0.1 | |
| Disability | 98 | ±1 | 6 | 18 | 33 | 36 | 6 | ±2 | 3.2 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 7 | 19 | 32 | 36 | 7 | ±3 | 3.2 | ±0.1 | |
| Other Disability | 98 | ±1 | 6 | 17 | 34 | 37 | 6 | ±2 | 3.2 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 4 | 15 | 37 | 39 | 5 | ±1 | 3.3 | ±0.1 | |
| Veteran | 98 | ±1 | 5 | 16 | 35 | 38 | 6 | ±1 | 3.2 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 6 | 16 | 31 | 40 | 7 | ±3 | 3.3 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 6 | 16 | 35 | 38 | 5 | ±3 | 3.2 | ±0.1 | |
| 5 Point | 98 | ±1 | 5 | 17 | 36 | 37 | 6 | ±2 | 3.2 | ±0.1 | |
| No Preference | 98 | ±1 | 3 | 15 | 35 | 41 | 6 | ±3 | 3.3 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 5 | 16 | 35 | 39 | 5 | ±2 | 3.2 | ±0.1 | |
| FERS | 98 | ±1 | 5 | 15 | 36 | 39 | 5 | ±1 | 3.2 | ±0.1 | |
| Other Plan | 95 | ±3 | 6 | 11 | 43 | 35 | 4 | ±6 | 3.2 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 5 | 16 | 37 | 38 | 5 | ±1 | 3.2 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 4 | 15 | 35 | 41 | 5 | ±2 | 3.3 | ±0.1 | |
| Discontinued Service | 99 | ±1 | 5 | 17 | 35 | 37 | 6 | ±2 | 3.2 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 3 | 12 | 40 | 39 | 6 | ±2 | 3.3 | ±0.1 | |
| 5 to 10 Years | 97 | ±2 | 4 | 16 | 37 | 39 | 5 | ±3 | 3.2 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 5 | 16 | 36 | 38 | 5 | ±2 | 3.2 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 5 | 16 | 35 | 39 | 5 | ±2 | 3.2 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 5 | 16 | 34 | 40 | 6 | ±2 | 3.3 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 2 | 12 | 41 | 40 | 4 | ±3 | 3.3 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 4 | 15 | 38 | 38 | 5 | ±2 | 3.2 | ±0.1 | |
| 41 to 50 Years Old | 99 | ±1 | 5 | 16 | 36 | 37 | 5 | ±2 | 3.2 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 5 | 16 | 34 | 40 | 6 | ±2 | 3.3 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 4 | 13 | 34 | 42 | 7 | ±3 | 3.4 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 5 | 16 | 36 | 38 | 5 | ±1 | 3.2 | ±0.1 | |
| Female | 98 | ±1 | 4 | 14 | 37 | 39 | 6 | ±2 | 3.3 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 5 | 16 | 36 | 38 | 5 | ±1 | 3.2 | ±0.1 | |
| Total Minority | 97 | ±1 | 5 | 13 | 34 | 42 | 6 | ±2 | 3.3 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 4 | 13 | 33 | 44 | 6 | ±2 | 3.3 | ±0.1 | |
| Hispanic | 98 | ±1 | 5 | 13 | 36 | 39 | 7 | ±3 | 3.3 | ±0.1 | |
| Non-Hispanic API | 96 | ±2 | 3 | 11 | 37 | 44 | 5 | ±3 | 3.4 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 4 | 12 | 38 | 42 | 5 | ±2 | 3.3 | ±0.1 | |
| Some College | 98 | ±1 | 4 | 15 | 36 | 38 | 5 | ±1 | 3.2 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 5 | 16 | 36 | 38 | 5 | ±2 | 3.2 | ±0.1 | |
| Graduate/Professional Degree | 99 | ±1 | 6 | 18 | 33 | 38 | 6 | ±2 | 3.2 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**b. Managers review and evaluate the organization's progress toward meeting its goals and objectives**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 4 | 14 | 30 | 45 | 6 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 4 | 14 | 31 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 4 | 16 | 31 | 43 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 4 | 14 | 30 | 46 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 5 | 12 | 30 | 46 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 4 | 14 | 30 | 46 | 7 | ±1 | 3.4 | ±0.1 | <div></div> | |
| GS 1 to 4 | 98 | ±2 | 5 | 10 | 31 | 48 | 6 | ±5 | 3.4 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 5 | 13 | 30 | 45 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 4 | 14 | 30 | 46 | 6 | ±2 | 3.4 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 15 | 27 | 47 | 8 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 2 | 10 | 11 | 59 | 18 | ±7 | 3.8 | ±0.1 | <div></div> | |
| Blue Collar Total | 98 | ±1 | 5 | 15 | 34 | 40 | 5 | ±2 | 3.3 | ±0.1 | <div></div> | |
| WG 1 to 5 | 97 | ±2 | 6 | 14 | 38 | 36 | 6 | ±6 | 3.2 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 6 | 13 | 31 | 43 | 7 | ±4 | 3.3 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 5 | 18 | 36 | 38 | 4 | ±3 | 3.2 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 3 | 14 | 31 | 46 | 6 | ±4 | 3.4 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 4 | 13 | 29 | 47 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 4 | 15 | 29 | 46 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 5 | 13 | 31 | 45 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Clerical | 98 | ±1 | 4 | 10 | 30 | 49 | 7 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 7 | 17 | 31 | 40 | 5 | ±4 | 3.2 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 5 | 16 | 34 | 40 | 5 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Scientists | 98 | ±2 | 6 | 12 | 30 | 44 | 8 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 4 | 15 | 32 | 45 | 5 | ±2 | 3.3 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 4 | 15 | 26 | 49 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 4 | 14 | 22 | 51 | 10 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 4 | 17 | 33 | 42 | 4 | ±5 | 3.3 | ±0.1 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 4 | 12 | 27 | 51 | 6 | ±4 | 3.4 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 4 | 14 | 32 | 44 | 6 | ±1 | 3.3 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 4 | 14 | 30 | 45 | 6 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Other Than Full-Time | 96 | ±3 | 6 | 9 | 39 | 40 | 6 | ±7 | 3.3 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 4 | 14 | 30 | 45 | 6 | ±1 | 3.4 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 5 | 13 | 31 | 44 | 7 | ±3 | 3.3 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 4 | 14 | 30 | 45 | 6 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±2 | 4 | 9 | 34 | 45 | 7 | ±5 | 3.4 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 4 | 14 | 28 | 47 | 7 | ±1 | 3.4 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 5 | 14 | 33 | 42 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**b. Managers review and evaluate the organization's progress toward meeting its goals and objectives**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 4 | 14 | 31 | 46 | 6 | ±1 | 3.4 | ±0.1 | |
| Disability | 98 | ±1 | 6 | 16 | 30 | 41 | 8 | ±2 | 3.3 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 6 | 17 | 28 | 40 | 8 | ±3 | 3.3 | ±0.1 | |
| Other Disability | 98 | ±1 | 5 | 15 | 31 | 41 | 8 | ±2 | 3.3 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 4 | 13 | 30 | 46 | 6 | ±1 | 3.4 | ±0.1 | |
| Veteran | 98 | ±1 | 5 | 15 | 31 | 43 | 7 | ±1 | 3.3 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 6 | 15 | 28 | 44 | 8 | ±3 | 3.3 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 5 | 14 | 30 | 45 | 7 | ±3 | 3.3 | ±0.1 | |
| 5 Point | 98 | ±1 | 5 | 15 | 32 | 42 | 6 | ±2 | 3.3 | ±0.1 | |
| No Preference | 98 | ±1 | 3 | 14 | 31 | 46 | 6 | ±3 | 3.4 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 4 | 15 | 30 | 44 | 6 | ±2 | 3.3 | ±0.1 | |
| FERS | 98 | ±1 | 4 | 14 | 30 | 45 | 6 | ±1 | 3.4 | ±0.1 | |
| Other Plan | 95 | ±3 | 5 | 12 | 35 | 42 | 6 | ±6 | 3.3 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 4 | 13 | 31 | 45 | 6 | ±1 | 3.4 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 4 | 14 | 29 | 46 | 6 | ±2 | 3.4 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 5 | 15 | 31 | 43 | 7 | ±2 | 3.3 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 3 | 9 | 32 | 47 | 8 | ±2 | 3.5 | ±0.1 | |
| 5 to 10 Years | 97 | ±1 | 4 | 14 | 29 | 46 | 6 | ±3 | 3.4 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 5 | 15 | 30 | 44 | 6 | ±2 | 3.3 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 4 | 15 | 31 | 44 | 6 | ±2 | 3.3 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 5 | 15 | 29 | 45 | 7 | ±2 | 3.4 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 3 | 9 | 33 | 49 | 7 | ±3 | 3.5 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 5 | 14 | 30 | 45 | 6 | ±2 | 3.3 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 4 | 15 | 31 | 43 | 6 | ±2 | 3.3 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 4 | 15 | 30 | 45 | 7 | ±2 | 3.3 | ±0.1 | |
| More Than 60 Years Old | 99 | ±1 | 4 | 12 | 28 | 48 | 9 | ±3 | 3.5 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 4 | 14 | 31 | 44 | 6 | ±1 | 3.3 | ±0.1 | |
| Female | 98 | ±1 | 4 | 13 | 30 | 46 | 7 | ±2 | 3.4 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 4 | 14 | 30 | 45 | 6 | ±1 | 3.4 | ±0.1 | |
| Total Minority | 97 | ±1 | 5 | 13 | 30 | 45 | 7 | ±2 | 3.4 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 4 | 13 | 29 | 47 | 7 | ±2 | 3.4 | ±0.1 | |
| Hispanic | 98 | ±1 | 6 | 14 | 30 | 42 | 7 | ±3 | 3.3 | ±0.1 | |
| Non-Hispanic API | 96 | ±2 | 3 | 11 | 33 | 48 | 6 | ±3 | 3.4 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 3 | 13 | 33 | 45 | 6 | ±2 | 3.4 | ±0.1 | |
| Some College | 98 | ±1 | 4 | 14 | 32 | 44 | 6 | ±1 | 3.3 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 4 | 14 | 29 | 46 | 7 | ±2 | 3.4 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 5 | 15 | 27 | 47 | 7 | ±2 | 3.4 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**c. Products and services in my work unit are improved based on customer/public input**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 5 | 16 | 35 | 38 | 6 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 4 | 16 | 35 | 39 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 4 | 17 | 34 | 39 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 4 | 16 | 36 | 38 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 6 | 14 | 37 | 38 | 6 | ±2 | 3.2 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 4 | 15 | 34 | 40 | 6 | ±1 | 3.3 | ±0.1 | <div></div> | |
| GS 1 to 4 | 97 | ±2 | 5 | 13 | 37 | 40 | 5 | ±5 | 3.3 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 5 | 17 | 37 | 35 | 6 | ±2 | 3.2 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 4 | 16 | 34 | 40 | 6 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 16 | 28 | 43 | 9 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 2 | 12 | 17 | 53 | 16 | ±8 | 3.7 | ±0.2 | <div></div> | |
| Blue Collar Total | 98 | ±1 | 5 | 18 | 39 | 33 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±3 | 5 | 14 | 40 | 35 | 5 | ±6 | 3.2 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 6 | 16 | 37 | 34 | 6 | ±3 | 3.2 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 5 | 20 | 40 | 31 | 3 | ±3 | 3.1 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 99 | ±1 | 3 | 19 | 38 | 36 | 4 | ±4 | 3.2 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 4 | 14 | 31 | 44 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 4 | 16 | 32 | 41 | 7 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Technical | 97 | ±1 | 4 | 16 | 38 | 36 | 6 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Clerical | 97 | ±1 | 5 | 13 | 38 | 39 | 6 | ±3 | 3.3 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 8 | 24 | 37 | 27 | 4 | ±4 | 3.0 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 5 | 18 | 39 | 33 | 4 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 4 | 15 | 31 | 41 | 9 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 3 | 14 | 33 | 44 | 6 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 3 | 16 | 30 | 44 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 4 | 14 | 27 | 45 | 10 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±2 | 4 | 19 | 35 | 37 | 4 | ±5 | 3.2 | ±0.1 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 4 | 17 | 35 | 39 | 5 | ±4 | 3.2 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 5 | 16 | 37 | 37 | 6 | ±1 | 3.2 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 4 | 16 | 35 | 38 | 6 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Other Than Full-Time | 95 | ±3 | 6 | 12 | 40 | 37 | 5 | ±7 | 3.2 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 4 | 16 | 35 | 38 | 6 | ±1 | 3.3 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 5 | 15 | 35 | 40 | 5 | ±3 | 3.3 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 5 | 16 | 35 | 39 | 6 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±3 | 5 | 12 | 41 | 36 | 6 | ±5 | 3.3 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 4 | 15 | 33 | 40 | 7 | ±1 | 3.3 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 5 | 17 | 37 | 36 | 5 | ±1 | 3.2 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**c. Products and services in my work unit are improved based on customer/public input**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 4 | 16 | 35 | 39 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 6 | 17 | 35 | 35 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±2 | 7 | 18 | 35 | 34 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 6 | 17 | 35 | 36 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 4 | 15 | 35 | 40 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 5 | 17 | 35 | 37 | 6 | ±1 | 3.2 | ±0.1 | <div></div> |
| 10 Point 30% | 97 | ±1 | 6 | 16 | 33 | 38 | 7 | ±3 | 3.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 6 | 15 | 34 | 38 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 5 | 18 | 36 | 36 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 3 | 17 | 36 | 38 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 4 | 17 | 34 | 39 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 5 | 16 | 35 | 39 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Plan | 95 | ±3 | 6 | 13 | 43 | 33 | 5 | ±6 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 4 | 16 | 35 | 39 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 5 | 16 | 35 | 39 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 5 | 17 | 35 | 36 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 4 | 13 | 38 | 39 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 4 | 17 | 34 | 39 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 5 | 16 | 35 | 38 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 4 | 17 | 35 | 38 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 5 | 16 | 33 | 39 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 3 | 14 | 37 | 40 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 5 | 16 | 35 | 38 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 5 | 16 | 35 | 38 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 5 | 16 | 34 | 38 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 4 | 14 | 36 | 40 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 4 | 16 | 35 | 39 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 5 | 16 | 36 | 38 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 4 | 17 | 35 | 38 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 5 | 15 | 36 | 39 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 4 | 16 | 35 | 39 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 6 | 14 | 37 | 37 | 6 | ±3 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 3 | 10 | 36 | 45 | 5 | ±3 | 3.4 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 4 | 15 | 39 | 38 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 5 | 17 | 37 | 36 | 6 | ±1 | 3.2 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 4 | 14 | 33 | 41 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 5 | 16 | 30 | 42 | 8 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**d. I am kept informed about changes in personnel policies and employee benefits**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| Percent Responding | | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|----|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 6 | 16 | 24 | 48 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 6 | 16 | 23 | 48 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 5 | 16 | 24 | 49 | 6 | ±2 | 3.4 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 6 | 17 | 24 | 46 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 6 | 15 | 25 | 48 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 5 | 15 | 24 | 49 | 7 | ±1 | 3.4 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 8 | 18 | 26 | 41 | 8 | ±5 | 3.2 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 7 | 17 | 23 | 45 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 5 | 15 | 24 | 50 | 6 | ±2 | 3.4 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 13 | 21 | 54 | 8 | ±2 | 3.5 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 1 | 5 | 16 | 57 | 20 | ±8 | 3.9 | ±0.2 | <div></div> |
| Blue Collar Total | 98 | ±1 | 8 | 20 | 25 | 41 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| WG 1 to 5 | 97 | ±2 | 10 | 22 | 24 | 38 | 5 | ±6 | 3.1 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 10 | 19 | 23 | 41 | 7 | ±4 | 3.2 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 9 | 22 | 27 | 38 | 4 | ±3 | 3.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 4 | 17 | 25 | 50 | 5 | ±4 | 3.3 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 4 | 13 | 23 | 53 | 7 | ±2 | 3.5 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 5 | 14 | 23 | 51 | 7 | ±2 | 3.4 | ±0.1 | <div></div> |
| Technical | 97 | ±1 | 6 | 17 | 24 | 46 | 6 | ±2 | 3.3 | ±0.1 | <div></div> |
| Clerical | 97 | ±1 | 7 | 17 | 24 | 46 | 7 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±2 | 12 | 21 | 24 | 39 | 5 | ±4 | 3.0 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 8 | 20 | 25 | 42 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Scientists | 98 | ±2 | 6 | 12 | 22 | 52 | 8 | ±4 | 3.4 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 4 | 13 | 25 | 53 | 6 | ±2 | 3.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 5 | 14 | 22 | 52 | 7 | ±2 | 3.4 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 4 | 13 | 17 | 57 | 10 | ±3 | 3.6 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 7 | 20 | 26 | 45 | 2 | ±5 | 3.2 | ±0.1 | <div></div> |
| Wage Supervisor | 98 | ±2 | 5 | 14 | 23 | 52 | 6 | ±4 | 3.4 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 6 | 16 | 25 | 46 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 6 | 16 | 24 | 48 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Than Full-Time | 95 | ±3 | 8 | 22 | 29 | 34 | 7 | ±6 | 3.1 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 6 | 16 | 24 | 48 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 6 | 16 | 27 | 45 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 6 | 16 | 24 | 48 | 6 | ±1 | 3.3 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±3 | 6 | 16 | 28 | 41 | 8 | ±5 | 3.3 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 5 | 15 | 23 | 51 | 7 | ±1 | 3.4 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 7 | 18 | 26 | 44 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**d. I am kept informed about changes in personnel policies and employee benefits**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 5 | 15 | 24 | 49 | 6 | ±1 | 3.4 | ±0.1 | |
| Disability | 98 | ±1 | 9 | 19 | 25 | 40 | 7 | ±2 | 3.2 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 11 | 19 | 26 | 38 | 7 | ±3 | 3.1 | ±0.1 | |
| Other Disability | 98 | ±1 | 8 | 20 | 24 | 41 | 7 | ±2 | 3.2 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 5 | 15 | 23 | 50 | 6 | ±1 | 3.4 | ±0.1 | |
| Veteran | 98 | ±1 | 7 | 18 | 25 | 45 | 7 | ±1 | 3.3 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 9 | 18 | 23 | 42 | 7 | ±3 | 3.2 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 7 | 17 | 24 | 44 | 7 | ±3 | 3.3 | ±0.1 | |
| 5 Point | 98 | ±1 | 6 | 18 | 25 | 44 | 6 | ±2 | 3.3 | ±0.1 | |
| No Preference | 98 | ±1 | 5 | 16 | 23 | 50 | 7 | ±3 | 3.4 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 6 | 16 | 24 | 48 | 6 | ±2 | 3.3 | ±0.1 | |
| FERS | 98 | ±1 | 6 | 16 | 24 | 48 | 7 | ±1 | 3.3 | ±0.1 | |
| Other Plan | 94 | ±3 | 8 | 21 | 29 | 37 | 6 | ±6 | 3.1 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 5 | 16 | 24 | 49 | 7 | ±1 | 3.4 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 6 | 16 | 24 | 47 | 6 | ±2 | 3.3 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 7 | 16 | 25 | 45 | 6 | ±2 | 3.3 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 5 | 14 | 26 | 47 | 8 | ±2 | 3.4 | ±0.1 | |
| 5 to 10 Years | 98 | ±1 | 6 | 16 | 23 | 48 | 7 | ±3 | 3.3 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 6 | 16 | 23 | 49 | 6 | ±2 | 3.3 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 6 | 17 | 24 | 47 | 6 | ±2 | 3.3 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 7 | 15 | 24 | 47 | 7 | ±2 | 3.3 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 5 | 16 | 27 | 45 | 8 | ±3 | 3.4 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 6 | 14 | 24 | 50 | 6 | ±2 | 3.4 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 6 | 17 | 24 | 48 | 6 | ±2 | 3.3 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 7 | 16 | 24 | 46 | 7 | ±2 | 3.3 | ±0.1 | |
| More Than 60 Years Old | 99 | ±1 | 6 | 16 | 21 | 48 | 9 | ±3 | 3.4 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 6 | 16 | 25 | 47 | 6 | ±1 | 3.3 | ±0.1 | |
| Female | 98 | ±1 | 6 | 16 | 22 | 49 | 7 | ±2 | 3.4 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 6 | 16 | 24 | 48 | 6 | ±1 | 3.3 | ±0.1 | |
| Total Minority | 97 | ±1 | 6 | 16 | 23 | 48 | 7 | ±2 | 3.3 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 5 | 17 | 20 | 50 | 7 | ±2 | 3.4 | ±0.1 | |
| Hispanic | 98 | ±1 | 8 | 16 | 25 | 44 | 7 | ±3 | 3.3 | ±0.1 | |
| Non-Hispanic API | 96 | ±2 | 4 | 12 | 26 | 51 | 7 | ±3 | 3.4 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 6 | 17 | 25 | 46 | 6 | ±2 | 3.3 | ±0.1 | |
| Some College | 98 | ±1 | 7 | 18 | 24 | 45 | 6 | ±1 | 3.3 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 5 | 14 | 24 | 50 | 6 | ±2 | 3.4 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 5 | 13 | 22 | 53 | 8 | ±2 | 3.5 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**e. I know how my work relates to the organization's missions and goals**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|---|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 2 | 6 | 16 | 60 | 16 | ±1 | 3.8 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 2 | 6 | 15 | 61 | 16 | ±2 | 3.8 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 2 | 6 | 17 | 59 | 16 | ±2 | 3.8 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 2 | 5 | 15 | 60 | 17 | ±2 | 3.8 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 97 | ±1 | 2 | 5 | 17 | 60 | 15 | ±2 | 3.8 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 2 | 5 | 15 | 60 | 17 | ±1 | 3.8 | ±0.1 | <div></div> | |
| GS 1 to 4 | 97 | ±2 | 3 | 7 | 19 | 57 | 14 | ±5 | 3.7 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 3 | 6 | 17 | 60 | 15 | ±2 | 3.8 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 2 | 5 | 15 | 62 | 16 | ±2 | 3.9 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 2 | 6 | 12 | 59 | 22 | ±2 | 3.9 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 1 | 1 | 6 | 45 | 47 | ±9 | 4.4 | ±0.1 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 3 | 6 | 19 | 59 | 13 | ±2 | 3.7 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±3 | 4 | 5 | 23 | 56 | 12 | ±6 | 3.7 | ±0.1 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 4 | 5 | 18 | 58 | 15 | ±4 | 3.7 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 3 | 7 | 22 | 57 | 12 | ±3 | 3.7 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 2 | 5 | 14 | 65 | 15 | ±4 | 3.9 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 2 | 6 | 15 | 61 | 17 | ±2 | 3.9 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 2 | 5 | 13 | 60 | 19 | ±2 | 3.9 | ±0.1 | <div></div> | |
| Technical | 97 | ±1 | 2 | 5 | 18 | 59 | 15 | ±2 | 3.8 | ±0.1 | <div></div> | |
| Clerical | 97 | ±1 | 3 | 6 | 17 | 60 | 14 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Other White Collar | 98 | ±2 | 4 | 7 | 20 | 56 | 13 | ±4 | 3.7 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 3 | 6 | 19 | 59 | 13 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Scientists | 98 | ±2 | 2 | 6 | 15 | 59 | 19 | ±3 | 3.9 | ±0.1 | <div></div> | |
| Engineers | 98 | ±1 | 2 | 6 | 16 | 61 | 15 | ±2 | 3.8 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 2 | 5 | 12 | 61 | 21 | ±2 | 4.0 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 2 | 4 | 10 | 55 | 28 | ±3 | 4.0 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 3 | 6 | 13 | 64 | 15 | ±5 | 3.8 | ±0.1 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 2 | 4 | 13 | 65 | 16 | ±4 | 3.9 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 2 | 6 | 17 | 60 | 15 | ±1 | 3.8 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 2 | 5 | 16 | 60 | 16 | ±1 | 3.8 | ±0.1 | <div></div> | |
| Other Than Full-Time | 95 | ±3 | 3 | 9 | 24 | 50 | 13 | ±7 | 3.6 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 2 | 6 | 16 | 60 | 16 | ±1 | 3.8 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 2 | 4 | 17 | 59 | 18 | ±3 | 3.9 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 2 | 6 | 16 | 60 | 16 | ±1 | 3.8 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±3 | 2 | 6 | 23 | 53 | 15 | ±5 | 3.7 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 2 | 5 | 14 | 61 | 18 | ±1 | 3.9 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 3 | 6 | 18 | 59 | 14 | ±2 | 3.8 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**e. I know how my work relates to the organization's missions and goals**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 2 | 5 | 16 | 60 | 16 | ±1 | 3.8 | ±0.1 | |
| Disability | 98 | ±1 | 3 | 6 | 17 | 57 | 16 | ±2 | 3.8 | ±0.1 | |
| Targeted Disability | 97 | ±2 | 4 | 6 | 17 | 57 | 16 | ±3 | 3.7 | ±0.1 | |
| Other Disability | 98 | ±1 | 3 | 6 | 17 | 58 | 17 | ±2 | 3.8 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 2 | 6 | 16 | 61 | 15 | ±1 | 3.8 | ±0.1 | |
| Veteran | 98 | ±1 | 2 | 5 | 16 | 59 | 17 | ±1 | 3.8 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 3 | 6 | 15 | 57 | 18 | ±3 | 3.8 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 3 | 4 | 15 | 60 | 19 | ±3 | 3.9 | ±0.1 | |
| 5 Point | 98 | ±1 | 2 | 6 | 17 | 58 | 17 | ±2 | 3.8 | ±0.1 | |
| No Preference | 97 | ±1 | 2 | 4 | 13 | 64 | 18 | ±3 | 3.9 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 2 | 6 | 16 | 60 | 16 | ±2 | 3.8 | ±0.1 | |
| FERS | 98 | ±1 | 2 | 5 | 15 | 60 | 17 | ±1 | 3.8 | ±0.1 | |
| Other Plan | 94 | ±3 | 2 | 7 | 27 | 52 | 13 | ±6 | 3.7 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 2 | 6 | 16 | 60 | 17 | ±1 | 3.8 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 3 | 5 | 16 | 60 | 15 | ±2 | 3.8 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 2 | 6 | 15 | 60 | 17 | ±2 | 3.8 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 2 | 5 | 18 | 59 | 16 | ±2 | 3.8 | ±0.1 | |
| 5 to 10 Years | 98 | ±1 | 2 | 5 | 15 | 61 | 17 | ±3 | 3.8 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 2 | 5 | 15 | 61 | 16 | ±2 | 3.8 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 2 | 6 | 16 | 60 | 16 | ±2 | 3.8 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 3 | 6 | 15 | 58 | 18 | ±2 | 3.8 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 2 | 5 | 20 | 60 | 14 | ±3 | 3.8 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 2 | 5 | 16 | 61 | 16 | ±2 | 3.8 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 2 | 6 | 16 | 60 | 16 | ±2 | 3.8 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 3 | 6 | 16 | 59 | 17 | ±2 | 3.8 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 2 | 4 | 15 | 60 | 19 | ±3 | 3.9 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 2 | 6 | 17 | 59 | 16 | ±1 | 3.8 | ±0.1 | |
| Female | 97 | ±1 | 2 | 5 | 15 | 61 | 16 | ±2 | 3.8 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 2 | 6 | 16 | 60 | 17 | ±1 | 3.8 | ±0.1 | |
| Total Minority | 97 | ±1 | 3 | 6 | 16 | 60 | 16 | ±2 | 3.8 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 2 | 5 | 14 | 62 | 16 | ±2 | 3.8 | ±0.1 | |
| Hispanic | 98 | ±1 | 4 | 6 | 18 | 57 | 15 | ±3 | 3.7 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 2 | 4 | 18 | 62 | 14 | ±3 | 3.8 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 2 | 5 | 18 | 62 | 12 | ±2 | 3.8 | ±0.1 | |
| Some College | 98 | ±1 | 2 | 6 | 17 | 59 | 16 | ±1 | 3.8 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 2 | 6 | 15 | 61 | 16 | ±2 | 3.8 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 2 | 5 | 14 | 58 | 22 | ±2 | 3.9 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**f. Information collected on my work unit's performance is used to improve my work unit's performance**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 5 | 18 | 36 | 36 | 5 | ±1 | 3.2 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 5 | 19 | 36 | 35 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 5 | 20 | 36 | 34 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 5 | 17 | 36 | 37 | 6 | ±2 | 3.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 6 | 17 | 35 | 38 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 5 | 18 | 36 | 36 | 5 | ±1 | 3.2 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 6 | 11 | 35 | 43 | 5 | ±5 | 3.3 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 5 | 16 | 37 | 37 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 5 | 18 | 37 | 36 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 5 | 21 | 35 | 34 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 4 | 11 | 23 | 50 | 13 | ±8 | 3.6 | ±0.2 | <div></div> |
| Blue Collar Total | 98 | ±1 | 6 | 21 | 35 | 34 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| WG 1 to 5 | 97 | ±2 | 7 | 20 | 33 | 35 | 5 | ±6 | 3.1 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 6 | 20 | 34 | 35 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 6 | 22 | 37 | 31 | 4 | ±3 | 3.0 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 5 | 19 | 32 | 39 | 5 | ±4 | 3.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 5 | 19 | 36 | 36 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 5 | 18 | 36 | 36 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 5 | 16 | 38 | 36 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Clerical | 97 | ±1 | 5 | 12 | 36 | 41 | 5 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±2 | 6 | 22 | 36 | 33 | 3 | ±4 | 3.1 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 6 | 20 | 35 | 35 | 4 | ±2 | 3.1 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 6 | 22 | 38 | 30 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| Engineers | 98 | ±1 | 4 | 21 | 40 | 32 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 4 | 18 | 34 | 39 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 4 | 17 | 29 | 43 | 7 | ±3 | 3.3 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 5 | 21 | 34 | 37 | 3 | ±5 | 3.1 | ±0.1 | <div></div> |
| Wage Supervisor | 99 | ±1 | 5 | 18 | 30 | 42 | 5 | ±4 | 3.3 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 5 | 18 | 37 | 35 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 5 | 18 | 36 | 36 | 5 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 95 | ±3 | 6 | 10 | 38 | 40 | 6 | ±7 | 3.3 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 5 | 18 | 36 | 36 | 5 | ±1 | 3.2 | ±0.1 | <div></div> |
| OCONUS | 97 | ±2 | 5 | 16 | 36 | 38 | 6 | ±3 | 3.2 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 5 | 19 | 36 | 36 | 5 | ±1 | 3.2 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±2 | 4 | 11 | 39 | 40 | 6 | ±5 | 3.3 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 5 | 18 | 35 | 37 | 5 | ±1 | 3.2 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 6 | 18 | 37 | 35 | 4 | ±1 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**f. Information collected on my work unit's performance is used to improve my work unit's performance**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 5 | 18 | 36 | 37 | 5 | ±1 | 3.2 | ±0.1 | |
| Disability | 98 | ±1 | 7 | 19 | 36 | 32 | 5 | ±2 | 3.1 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 7 | 20 | 35 | 32 | 6 | ±3 | 3.1 | ±0.1 | |
| Other Disability | 98 | ±1 | 7 | 19 | 37 | 32 | 5 | ±2 | 3.1 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 5 | 17 | 37 | 37 | 4 | ±1 | 3.2 | ±0.1 | |
| Veteran | 98 | ±1 | 6 | 19 | 35 | 35 | 5 | ±1 | 3.1 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 6 | 17 | 35 | 35 | 7 | ±3 | 3.2 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 6 | 18 | 34 | 37 | 5 | ±3 | 3.2 | ±0.1 | |
| 5 Point | 98 | ±1 | 5 | 20 | 36 | 34 | 5 | ±2 | 3.1 | ±0.1 | |
| No Preference | 98 | ±1 | 4 | 18 | 35 | 39 | 5 | ±3 | 3.2 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 5 | 20 | 36 | 34 | 4 | ±2 | 3.1 | ±0.1 | |
| FERS | 98 | ±1 | 5 | 17 | 36 | 37 | 5 | ±1 | 3.2 | ±0.1 | |
| Other Plan | 94 | ±3 | 6 | 11 | 40 | 38 | 5 | ±6 | 3.2 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 5 | 18 | 37 | 36 | 5 | ±1 | 3.2 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 5 | 18 | 35 | 37 | 5 | ±2 | 3.2 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 6 | 20 | 36 | 33 | 5 | ±2 | 3.1 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 4 | 14 | 37 | 40 | 5 | ±2 | 3.3 | ±0.1 | |
| 5 to 10 Years | 97 | ±1 | 5 | 17 | 35 | 38 | 5 | ±3 | 3.2 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 6 | 18 | 37 | 35 | 5 | ±2 | 3.2 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 5 | 20 | 36 | 34 | 4 | ±2 | 3.1 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 6 | 20 | 34 | 35 | 5 | ±2 | 3.1 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 3 | 14 | 38 | 40 | 5 | ±3 | 3.3 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 5 | 17 | 36 | 37 | 4 | ±2 | 3.2 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 5 | 19 | 36 | 35 | 5 | ±2 | 3.1 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 6 | 19 | 35 | 35 | 5 | ±2 | 3.1 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 4 | 16 | 36 | 37 | 6 | ±3 | 3.2 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 5 | 19 | 36 | 35 | 4 | ±1 | 3.1 | ±0.1 | |
| Female | 98 | ±1 | 5 | 16 | 36 | 38 | 5 | ±2 | 3.2 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 5 | 19 | 37 | 34 | 4 | ±1 | 3.1 | ±0.1 | |
| Total Minority | 97 | ±1 | 6 | 15 | 33 | 41 | 6 | ±2 | 3.3 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 5 | 15 | 32 | 42 | 6 | ±2 | 3.3 | ±0.1 | |
| Hispanic | 98 | ±1 | 7 | 15 | 34 | 38 | 6 | ±3 | 3.2 | ±0.1 | |
| Non-Hispanic API | 96 | ±2 | 4 | 12 | 34 | 45 | 5 | ±3 | 3.4 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 4 | 16 | 36 | 39 | 4 | ±2 | 3.2 | ±0.1 | |
| Some College | 98 | ±1 | 5 | 18 | 35 | 36 | 5 | ±1 | 3.2 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 5 | 18 | 38 | 35 | 4 | ±2 | 3.2 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 6 | 20 | 35 | 35 | 5 | ±2 | 3.1 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**g. The workforce has the job-relevant knowledge and skills to accomplish organizational goals**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 3 | 9 | 23 | 55 | 10 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| Army | 98 | ±1 | 3 | 10 | 22 | 55 | 10 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Navy | 98 | ±1 | 2 | 10 | 23 | 54 | 10 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Air Force | 98 | ±1 | 3 | 9 | 24 | 55 | 10 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 97 | ±1 | 3 | 9 | 24 | 55 | 9 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 3 | 9 | 23 | 55 | 10 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 96 | ±2 | 4 | 6 | 31 | 50 | 8 | ±5 | 3.5 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 97 | ±1 | 3 | 10 | 27 | 52 | 8 | ±2 | 3.5 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 98 | ±1 | 3 | 9 | 22 | 57 | 9 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 99 | ±1 | 2 | 10 | 20 | 56 | 11 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| SES | 99 | ±1 | 0 | 7 | 11 | 56 | 26 | ±8 | 4.0 | ±0.2 | <div></div> | | |
| Blue Collar Total | 97 | ±1 | 3 | 10 | 23 | 54 | 10 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 96 | ±3 | 3 | 9 | 26 | 56 | 6 | ±6 | 3.5 | ±0.1 | <div></div> | | |
| WG 6 to 9 | 97 | ±2 | 4 | 8 | 23 | 53 | 11 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 98 | ±1 | 3 | 11 | 25 | 52 | 9 | ±3 | 3.5 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 98 | ±1 | 2 | 11 | 19 | 58 | 10 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 98 | ±1 | 2 | 9 | 19 | 58 | 11 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Administrative | 98 | ±1 | 3 | 10 | 22 | 55 | 10 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Technical | 98 | ±1 | 3 | 9 | 27 | 52 | 9 | ±2 | 3.5 | ±0.1 | <div></div> | | |
| Clerical | 97 | ±2 | 3 | 7 | 29 | 54 | 7 | ±3 | 3.5 | ±0.1 | <div></div> | | |
| Other White Collar | 98 | ±2 | 3 | 12 | 25 | 52 | 8 | ±4 | 3.5 | ±0.1 | <div></div> | | |
| Blue Collar | 97 | ±1 | 3 | 10 | 23 | 54 | 9 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Scientists | 97 | ±2 | 3 | 8 | 18 | 56 | 14 | ±4 | 3.7 | ±0.1 | <div></div> | | |
| Engineers | 99 | ±1 | 2 | 9 | 22 | 57 | 10 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 2 | 9 | 20 | 57 | 10 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Manager | 98 | ±1 | 2 | 9 | 17 | 59 | 13 | ±3 | 3.7 | ±0.1 | <div></div> | | |
| Wage Leader | 99 | ±1 | 2 | 13 | 21 | 54 | 10 | ±5 | 3.6 | ±0.1 | <div></div> | | |
| Wage Supervisor | 98 | ±2 | 2 | 12 | 18 | 58 | 9 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| All Others | 98 | ±1 | 3 | 9 | 24 | 54 | 9 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 3 | 9 | 23 | 55 | 10 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 94 | ±3 | 3 | 7 | 32 | 50 | 8 | ±7 | 3.5 | ±0.1 | <div></div> | | |
| CONUS | 98 | ±1 | 3 | 10 | 23 | 55 | 10 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| OCONUS | 97 | ±2 | 3 | 8 | 24 | 56 | 9 | ±3 | 3.6 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 3 | 9 | 23 | 55 | 10 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| Non-Permanent | 95 | ±2 | 2 | 7 | 30 | 53 | 8 | ±5 | 3.6 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 2 | 9 | 22 | 57 | 10 | ±1 | 3.6 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 97 | ±1 | 3 | 10 | 25 | 53 | 9 | ±2 | 3.5 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**g. The workforce has the job-relevant knowledge and skills to accomplish organizational goals**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 2 | 9 | 23 | 56 | 9 | ±1 | 3.6 | ±0.1 | |
| Disability | 98 | ±1 | 4 | 11 | 25 | 50 | 11 | ±2 | 3.5 | ±0.1 | |
| Targeted Disability | 97 | ±2 | 4 | 12 | 26 | 46 | 12 | ±3 | 3.5 | ±0.1 | |
| Other Disability | 98 | ±1 | 4 | 11 | 24 | 51 | 10 | ±2 | 3.5 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 3 | 9 | 24 | 55 | 9 | ±1 | 3.6 | ±0.1 | |
| Veteran | 98 | ±1 | 3 | 10 | 22 | 55 | 10 | ±1 | 3.6 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 3 | 11 | 22 | 52 | 12 | ±3 | 3.6 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 4 | 9 | 20 | 57 | 10 | ±3 | 3.6 | ±0.1 | |
| 5 Point | 98 | ±1 | 3 | 10 | 23 | 54 | 10 | ±2 | 3.6 | ±0.1 | |
| No Preference | 98 | ±1 | 2 | 7 | 21 | 59 | 11 | ±3 | 3.7 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 3 | 10 | 23 | 55 | 9 | ±2 | 3.6 | ±0.1 | |
| FERS | 98 | ±1 | 3 | 9 | 23 | 55 | 10 | ±1 | 3.6 | ±0.1 | |
| Other Plan | 93 | ±3 | 3 | 8 | 32 | 51 | 6 | ±6 | 3.5 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 3 | 9 | 23 | 55 | 9 | ±1 | 3.6 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 3 | 9 | 23 | 55 | 10 | ±2 | 3.6 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 3 | 9 | 23 | 54 | 10 | ±2 | 3.6 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 2 | 8 | 25 | 55 | 10 | ±2 | 3.6 | ±0.1 | |
| 5 to 10 Years | 98 | ±1 | 3 | 9 | 23 | 56 | 9 | ±3 | 3.6 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 3 | 10 | 24 | 54 | 9 | ±2 | 3.6 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 3 | 10 | 23 | 55 | 9 | ±2 | 3.6 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 2 | 9 | 21 | 56 | 11 | ±2 | 3.6 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 2 | 8 | 27 | 55 | 9 | ±3 | 3.6 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 3 | 9 | 24 | 56 | 9 | ±2 | 3.6 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 3 | 10 | 23 | 55 | 9 | ±2 | 3.6 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 3 | 10 | 22 | 55 | 10 | ±2 | 3.6 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 2 | 9 | 21 | 55 | 14 | ±3 | 3.7 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 3 | 9 | 22 | 56 | 10 | ±1 | 3.6 | ±0.1 | |
| Female | 97 | ±1 | 3 | 9 | 25 | 54 | 9 | ±2 | 3.6 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 2 | 10 | 23 | 55 | 10 | ±1 | 3.6 | ±0.1 | |
| Total Minority | 97 | ±1 | 4 | 9 | 24 | 54 | 9 | ±2 | 3.6 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 3 | 8 | 23 | 55 | 10 | ±2 | 3.6 | ±0.1 | |
| Hispanic | 98 | ±1 | 4 | 9 | 26 | 52 | 9 | ±3 | 3.5 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 3 | 7 | 26 | 57 | 8 | ±3 | 3.6 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 3 | 8 | 26 | 56 | 8 | ±2 | 3.6 | ±0.1 | |
| Some College | 98 | ±1 | 3 | 9 | 25 | 53 | 10 | ±1 | 3.6 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 2 | 9 | 22 | 57 | 9 | ±2 | 3.6 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 3 | 10 | 19 | 56 | 13 | ±2 | 3.7 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**h. The skill level in my work unit has improved in the past year**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 4 | 14 | 31 | 42 | 8 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 4 | 14 | 31 | 42 | 9 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 4 | 15 | 32 | 41 | 8 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 4 | 14 | 30 | 43 | 9 | ±2 | 3.4 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 97 | ±1 | 4 | 13 | 32 | 43 | 8 | ±2 | 3.4 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 4 | 13 | 32 | 42 | 9 | ±1 | 3.4 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 6 | 12 | 34 | 37 | 10 | ±5 | 3.3 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 5 | 13 | 33 | 40 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 4 | 14 | 32 | 42 | 8 | ±2 | 3.4 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 3 | 13 | 30 | 44 | 9 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 1 | 10 | 22 | 45 | 22 | ±9 | 3.8 | ±0.2 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 5 | 17 | 29 | 41 | 8 | ±2 | 3.3 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±3 | 5 | 16 | 34 | 39 | 6 | ±6 | 3.2 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 5 | 16 | 28 | 41 | 10 | ±4 | 3.3 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 5 | 18 | 30 | 41 | 7 | ±3 | 3.3 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 5 | 16 | 25 | 44 | 10 | ±4 | 3.4 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 3 | 13 | 33 | 43 | 8 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 3 | 13 | 31 | 44 | 9 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 4 | 14 | 32 | 41 | 9 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 5 | 11 | 36 | 39 | 9 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Other White Collar | 98 | ±2 | 6 | 14 | 30 | 41 | 8 | ±4 | 3.3 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 5 | 17 | 29 | 41 | 8 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 4 | 14 | 31 | 42 | 9 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Engineers | 98 | ±1 | 3 | 13 | 33 | 43 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 3 | 13 | 28 | 47 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 3 | 12 | 25 | 47 | 13 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 5 | 17 | 24 | 47 | 7 | ±5 | 3.4 | ±0.1 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 5 | 16 | 24 | 45 | 10 | ±4 | 3.4 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 4 | 14 | 33 | 41 | 8 | ±1 | 3.3 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 4 | 14 | 31 | 42 | 8 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±3 | 4 | 13 | 40 | 34 | 9 | ±7 | 3.3 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 4 | 14 | 31 | 42 | 8 | ±1 | 3.4 | ±0.1 | <div></div> | |
| OCONUS | 97 | ±2 | 4 | 12 | 35 | 41 | 9 | ±3 | 3.4 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 4 | 14 | 31 | 42 | 8 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±3 | 3 | 9 | 34 | 43 | 11 | ±5 | 3.5 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 4 | 14 | 30 | 44 | 9 | ±1 | 3.4 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 5 | 15 | 33 | 40 | 8 | ±2 | 3.3 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**h. The skill level in my work unit has improved in the past year**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 4 | 14 | 32 | 43 | 8 | ±1 | 3.4 | ±0.1 | |
| Disability | 98 | ±1 | 6 | 15 | 31 | 39 | 9 | ±2 | 3.3 | ±0.1 | |
| Targeted Disability | 97 | ±1 | 6 | 15 | 31 | 38 | 10 | ±3 | 3.3 | ±0.1 | |
| Other Disability | 98 | ±1 | 6 | 16 | 30 | 39 | 9 | ±2 | 3.3 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 4 | 14 | 32 | 43 | 8 | ±1 | 3.4 | ±0.1 | |
| Veteran | 98 | ±1 | 5 | 15 | 31 | 41 | 9 | ±1 | 3.3 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 5 | 13 | 29 | 42 | 10 | ±3 | 3.4 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 5 | 14 | 31 | 41 | 9 | ±3 | 3.3 | ±0.1 | |
| 5 Point | 98 | ±1 | 5 | 15 | 31 | 40 | 8 | ±2 | 3.3 | ±0.1 | |
| No Preference | 98 | ±1 | 3 | 14 | 28 | 45 | 9 | ±3 | 3.4 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 4 | 16 | 32 | 40 | 8 | ±2 | 3.3 | ±0.1 | |
| FERS | 98 | ±1 | 4 | 13 | 31 | 43 | 9 | ±1 | 3.4 | ±0.1 | |
| Other Plan | 94 | ±3 | 4 | 12 | 37 | 39 | 9 | ±6 | 3.4 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 4 | 14 | 32 | 42 | 9 | ±1 | 3.4 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 4 | 15 | 31 | 42 | 8 | ±2 | 3.4 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 5 | 15 | 32 | 40 | 8 | ±2 | 3.3 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 3 | 10 | 31 | 46 | 11 | ±2 | 3.5 | ±0.1 | |
| 5 to 10 Years | 97 | ±1 | 4 | 13 | 30 | 44 | 9 | ±3 | 3.4 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 4 | 14 | 32 | 42 | 8 | ±2 | 3.4 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 5 | 15 | 32 | 41 | 7 | ±2 | 3.3 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 4 | 16 | 32 | 39 | 8 | ±2 | 3.3 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 3 | 11 | 30 | 46 | 11 | ±3 | 3.5 | ±0.1 | |
| 31 to 40 Years Old | 96 | ±1 | 4 | 12 | 31 | 45 | 9 | ±2 | 3.4 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 4 | 15 | 32 | 41 | 8 | ±2 | 3.3 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 5 | 16 | 32 | 40 | 8 | ±2 | 3.3 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 3 | 13 | 33 | 42 | 9 | ±3 | 3.4 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 4 | 14 | 30 | 43 | 8 | ±1 | 3.4 | ±0.1 | |
| Female | 97 | ±1 | 4 | 13 | 33 | 41 | 8 | ±2 | 3.4 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 4 | 15 | 32 | 42 | 8 | ±1 | 3.4 | ±0.1 | |
| Total Minority | 97 | ±1 | 5 | 12 | 31 | 43 | 10 | ±2 | 3.4 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 5 | 12 | 31 | 43 | 10 | ±2 | 3.4 | ±0.1 | |
| Hispanic | 98 | ±1 | 6 | 12 | 29 | 43 | 10 | ±3 | 3.4 | ±0.1 | |
| Non-Hispanic API | 96 | ±2 | 3 | 9 | 34 | 45 | 9 | ±3 | 3.5 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 4 | 14 | 32 | 43 | 8 | ±2 | 3.4 | ±0.1 | |
| Some College | 98 | ±1 | 5 | 15 | 31 | 41 | 9 | ±1 | 3.3 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 3 | 13 | 32 | 43 | 8 | ±2 | 3.4 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 4 | 13 | 32 | 42 | 8 | ±2 | 3.4 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**i. My supervisor supports my need to balance work and family issues**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|-----|-----|-----------|-------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 4 | 7 | 20 | 50 | 19 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| Army | 98 | ±1 | 5 | 6 | 20 | 50 | 19 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Navy | 98 | ±1 | 4 | 7 | 20 | 50 | 19 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Air Force | 98 | ±1 | 4 | 7 | 20 | 50 | 20 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 96 | ±1 | 5 | 7 | 20 | 49 | 19 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 4 | 6 | 19 | 50 | 21 | ±1 | 3.8 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 95 | ±3 | 9 | 9 | 22 | 43 | 18 | ±5 | 3.5 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 97 | ±1 | 5 | 7 | 20 | 48 | 20 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 98 | ±1 | 3 | 6 | 19 | 52 | 20 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 98 | ±1 | 2 | 5 | 16 | 52 | 24 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| SES | 98 | ±1 | 1 | 5 | 18 | 42 | 34 | ±10 | 4.0 | ±0.2 | <div></div> | | |
| Blue Collar Total | 97 | ±1 | 6 | 9 | 23 | 48 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 96 | ±3 | 9 | 11 | 24 | 43 | 13 | ±6 | 3.4 | ±0.2 | <div></div> | | |
| WG 6 to 9 | 97 | ±2 | 8 | 9 | 22 | 47 | 14 | ±4 | 3.5 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 98 | ±1 | 6 | 9 | 23 | 49 | 14 | ±3 | 3.6 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 98 | ±1 | 4 | 7 | 26 | 48 | 14 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 98 | ±1 | 3 | 5 | 18 | 51 | 22 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| Administrative | 98 | ±1 | 3 | 6 | 18 | 52 | 21 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| Technical | 97 | ±1 | 5 | 7 | 20 | 49 | 19 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Clerical | 96 | ±2 | 6 | 7 | 20 | 46 | 20 | ±3 | 3.7 | ±0.1 | <div></div> | | |
| Other White Collar | 98 | ±2 | 8 | 10 | 25 | 44 | 13 | ±4 | 3.4 | ±0.1 | <div></div> | | |
| Blue Collar | 97 | ±1 | 6 | 9 | 23 | 48 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | | |
| Scientists | 97 | ±2 | 3 | 5 | 19 | 51 | 23 | ±4 | 3.9 | ±0.1 | <div></div> | | |
| Engineers | 98 | ±1 | 2 | 5 | 18 | 54 | 20 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 4 | 7 | 18 | 51 | 20 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| Manager | 98 | ±1 | 3 | 6 | 19 | 50 | 22 | ±3 | 3.8 | ±0.1 | <div></div> | | |
| Wage Leader | 99 | ±1 | 6 | 8 | 24 | 46 | 15 | ±5 | 3.6 | ±0.2 | <div></div> | | |
| Wage Supervisor | 97 | ±2 | 4 | 7 | 24 | 49 | 15 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| All Others | 97 | ±1 | 5 | 7 | 20 | 50 | 19 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 4 | 7 | 20 | 50 | 19 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 93 | ±4 | 8 | 7 | 24 | 41 | 19 | ±7 | 3.6 | ±0.2 | <div></div> | | |
| CONUS | 98 | ±1 | 4 | 6 | 20 | 50 | 20 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| OCONUS | 96 | ±2 | 5 | 8 | 23 | 48 | 15 | ±3 | 3.6 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 4 | 7 | 20 | 50 | 19 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| Non-Permanent | 94 | ±3 | 5 | 6 | 23 | 46 | 20 | ±5 | 3.7 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 4 | 6 | 19 | 51 | 21 | ±1 | 3.8 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 97 | ±1 | 5 | 7 | 21 | 48 | 18 | ±2 | 3.7 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**i. My supervisor supports my need to balance work and family issues**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 4 | 6 | 20 | 51 | 19 | ±1 | 3.8 | ±0.1 | |
| Disability | 98 | ±1 | 7 | 8 | 22 | 45 | 18 | ±2 | 3.6 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 7 | 8 | 21 | 45 | 19 | ±3 | 3.6 | ±0.1 | |
| Other Disability | 98 | ±1 | 7 | 8 | 22 | 45 | 18 | ±2 | 3.6 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 4 | 6 | 19 | 51 | 20 | ±1 | 3.8 | ±0.1 | |
| Veteran | 98 | ±1 | 5 | 7 | 21 | 49 | 18 | ±1 | 3.7 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 6 | 8 | 20 | 46 | 20 | ±3 | 3.7 | ±0.1 | |
| 10 Point Non-30% | 97 | ±1 | 5 | 7 | 21 | 48 | 18 | ±3 | 3.7 | ±0.1 | |
| 5 Point | 98 | ±1 | 5 | 7 | 22 | 49 | 17 | ±2 | 3.7 | ±0.1 | |
| No Preference | 98 | ±1 | 4 | 6 | 18 | 50 | 22 | ±3 | 3.8 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 4 | 6 | 21 | 50 | 18 | ±2 | 3.7 | ±0.1 | |
| FERS | 98 | ±1 | 4 | 7 | 19 | 50 | 20 | ±1 | 3.7 | ±0.1 | |
| Other Plan | 91 | ±4 | 5 | 8 | 25 | 45 | 16 | ±6 | 3.6 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 4 | 6 | 19 | 50 | 21 | ±1 | 3.8 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 4 | 7 | 22 | 50 | 17 | ±2 | 3.7 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 5 | 7 | 19 | 50 | 19 | ±2 | 3.7 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±2 | 4 | 6 | 20 | 49 | 20 | ±2 | 3.7 | ±0.1 | |
| 5 to 10 Years | 98 | ±1 | 5 | 6 | 18 | 50 | 21 | ±3 | 3.8 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 5 | 7 | 19 | 50 | 20 | ±2 | 3.7 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 4 | 7 | 20 | 50 | 18 | ±2 | 3.7 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 4 | 6 | 22 | 49 | 19 | ±2 | 3.7 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 4 | 6 | 21 | 48 | 21 | ±3 | 3.8 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 5 | 6 | 17 | 50 | 21 | ±2 | 3.8 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 4 | 7 | 19 | 51 | 19 | ±2 | 3.7 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 4 | 7 | 21 | 50 | 18 | ±2 | 3.7 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 4 | 6 | 23 | 48 | 19 | ±3 | 3.7 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 4 | 6 | 21 | 50 | 18 | ±1 | 3.7 | ±0.1 | |
| Female | 97 | ±1 | 5 | 7 | 18 | 49 | 21 | ±2 | 3.7 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 4 | 6 | 19 | 50 | 20 | ±1 | 3.8 | ±0.1 | |
| Total Minority | 96 | ±1 | 6 | 7 | 22 | 48 | 17 | ±2 | 3.6 | ±0.1 | |
| Non-Hispanic Black | 96 | ±1 | 6 | 7 | 21 | 49 | 17 | ±2 | 3.6 | ±0.1 | |
| Hispanic | 97 | ±2 | 6 | 7 | 22 | 48 | 18 | ±3 | 3.7 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 4 | 6 | 23 | 52 | 15 | ±3 | 3.7 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 5 | 8 | 20 | 51 | 16 | ±2 | 3.7 | ±0.1 | |
| Some College | 98 | ±1 | 5 | 7 | 21 | 49 | 18 | ±1 | 3.7 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 3 | 6 | 19 | 51 | 21 | ±2 | 3.8 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 4 | 5 | 18 | 51 | 22 | ±2 | 3.8 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**j. My workload is reasonable**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|--------------------|----|-------------|----|----|----|-----|--------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 96 | ±1 | 6 | 14 | 18 | 54 | 8 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Army | 96 | ±1 | 6 | 14 | 18 | 54 | 8 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Navy | 96 | ±1 | 5 | 14 | 19 | 54 | 8 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Air Force | 97 | ±1 | 5 | 13 | 18 | 54 | 9 | ±2 | 3.5 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 96 | ±1 | 6 | 14 | 17 | 55 | 8 | ±2 | 3.5 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 96 | ±1 | 6 | 15 | 18 | 53 | 8 | ±1 | 3.4 | ±0.1 | <div></div> | |
| GS 1 to 4 | 95 | ±3 | 6 | 11 | 18 | 55 | 10 | ±5 | 3.5 | ±0.1 | <div></div> | |
| GS 5 to 8 | 95 | ±1 | 6 | 14 | 17 | 53 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS 9 to 12 | 97 | ±1 | 6 | 14 | 18 | 55 | 8 | ±2 | 3.4 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 97 | ±1 | 7 | 18 | 18 | 51 | 7 | ±2 | 3.3 | ±0.1 | <div></div> | |
| SES | 97 | ±1 | 7 | 23 | 22 | 34 | 14 | ±9 | 3.3 | ±0.3 | <div></div> | |
| Blue Collar Total | 96 | ±1 | 4 | 10 | 20 | 58 | 9 | ±2 | 3.6 | ±0.1 | <div></div> | |
| WG 1 to 5 | 95 | ±3 | 5 | 10 | 21 | 55 | 9 | ±6 | 3.5 | ±0.2 | <div></div> | |
| WG 6 to 9 | 95 | ±2 | 4 | 10 | 17 | 59 | 10 | ±4 | 3.6 | ±0.1 | <div></div> | |
| WG 10 to 15 | 96 | ±1 | 3 | 8 | 20 | 60 | 8 | ±3 | 3.6 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 96 | ±2 | 4 | 16 | 20 | 53 | 7 | ±4 | 3.4 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 97 | ±1 | 6 | 15 | 18 | 54 | 7 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Administrative | 97 | ±1 | 6 | 15 | 17 | 53 | 8 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Technical | 95 | ±1 | 6 | 14 | 18 | 53 | 9 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Clerical | 95 | ±2 | 5 | 13 | 18 | 54 | 10 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Other White Collar | 96 | ±2 | 4 | 10 | 21 | 56 | 10 | ±4 | 3.6 | ±0.1 | <div></div> | |
| Blue Collar | 96 | ±1 | 4 | 11 | 20 | 58 | 8 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Scientists | 96 | ±2 | 7 | 15 | 18 | 52 | 8 | ±4 | 3.4 | ±0.1 | <div></div> | |
| Engineers | 97 | ±1 | 5 | 14 | 20 | 55 | 6 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 96 | ±1 | 8 | 19 | 17 | 48 | 7 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Manager | 97 | ±1 | 8 | 18 | 18 | 47 | 8 | ±3 | 3.3 | ±0.1 | <div></div> | |
| Wage Leader | 96 | ±2 | 4 | 15 | 21 | 55 | 5 | ±5 | 3.4 | ±0.1 | <div></div> | |
| Wage Supervisor | 96 | ±2 | 5 | 17 | 20 | 52 | 7 | ±4 | 3.4 | ±0.1 | <div></div> | |
| All Others | 96 | ±1 | 5 | 12 | 18 | 56 | 9 | ±1 | 3.5 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 96 | ±1 | 6 | 14 | 18 | 54 | 8 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±3 | 4 | 9 | 19 | 60 | 8 | ±6 | 3.6 | ±0.2 | <div></div> | |
| CONUS | 96 | ±1 | 5 | 14 | 18 | 55 | 8 | ±1 | 3.5 | ±0.1 | <div></div> | |
| OCONUS | 95 | ±2 | 7 | 15 | 19 | 51 | 8 | ±3 | 3.4 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 96 | ±1 | 6 | 14 | 18 | 54 | 8 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Non-Permanent | 94 | ±3 | 3 | 9 | 19 | 58 | 11 | ±5 | 3.7 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 96 | ±1 | 6 | 15 | 17 | 54 | 8 | ±1 | 3.4 | ±0.1 | <div></div> | |
| In Bargaining Unit | 96 | ±1 | 5 | 12 | 19 | 55 | 8 | ±2 | 3.5 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?

j. My workload is reasonable

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 96 | ±1 | 5 | 14 | 18 | 55 | 8 | ±1 | 3.5 | ±0.1 | |
| Disability | 96 | ±1 | 7 | 13 | 19 | 52 | 9 | ±2 | 3.4 | ±0.1 | |
| Targeted Disability | 95 | ±2 | 7 | 13 | 19 | 50 | 11 | ±3 | 3.4 | ±0.1 | |
| Other Disability | 96 | ±1 | 7 | 14 | 19 | 52 | 8 | ±2 | 3.4 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 96 | ±1 | 6 | 14 | 18 | 55 | 8 | ±1 | 3.4 | ±0.1 | |
| Veteran | 96 | ±1 | 5 | 13 | 18 | 54 | 9 | ±1 | 3.5 | ±0.1 | |
| 10 Point 30% | 95 | ±2 | 7 | 13 | 16 | 53 | 11 | ±3 | 3.5 | ±0.1 | |
| 10 Point Non-30% | 96 | ±2 | 6 | 13 | 19 | 53 | 9 | ±3 | 3.5 | ±0.1 | |
| 5 Point | 96 | ±1 | 5 | 14 | 19 | 54 | 8 | ±2 | 3.5 | ±0.1 | |
| No Preference | 97 | ±1 | 5 | 13 | 17 | 56 | 10 | ±3 | 3.5 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 96 | ±1 | 6 | 15 | 18 | 54 | 7 | ±2 | 3.4 | ±0.1 | |
| FERS | 96 | ±1 | 5 | 13 | 18 | 54 | 9 | ±1 | 3.5 | ±0.1 | |
| Other Plan | 93 | ±3 | 3 | 8 | 21 | 59 | 9 | ±6 | 3.6 | ±0.1 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 96 | ±1 | 5 | 14 | 18 | 54 | 8 | ±1 | 3.5 | ±0.1 | |
| Optional Eligible | 95 | ±1 | 6 | 12 | 18 | 55 | 9 | ±2 | 3.5 | ±0.1 | |
| Discontinued Service | 97 | ±1 | 6 | 15 | 19 | 53 | 8 | ±2 | 3.4 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 95 | ±1 | 3 | 11 | 18 | 58 | 10 | ±2 | 3.6 | ±0.1 | |
| 5 to 10 Years | 97 | ±1 | 5 | 13 | 17 | 55 | 10 | ±3 | 3.5 | ±0.1 | |
| 11 to 20 Years | 96 | ±1 | 6 | 14 | 19 | 53 | 8 | ±2 | 3.4 | ±0.1 | |
| 21 to 30 Years | 96 | ±1 | 6 | 15 | 18 | 54 | 7 | ±2 | 3.4 | ±0.1 | |
| More Than 30 Years | 95 | ±1 | 6 | 14 | 18 | 54 | 8 | ±2 | 3.5 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 3 | 11 | 21 | 55 | 9 | ±3 | 3.6 | ±0.1 | |
| 31 to 40 Years Old | 96 | ±1 | 5 | 14 | 18 | 54 | 9 | ±2 | 3.5 | ±0.1 | |
| 41 to 50 Years Old | 97 | ±1 | 6 | 15 | 18 | 53 | 8 | ±2 | 3.4 | ±0.1 | |
| 51 to 60 Years Old | 96 | ±1 | 6 | 14 | 18 | 54 | 7 | ±2 | 3.4 | ±0.1 | |
| More Than 60 Years Old | 93 | ±2 | 4 | 10 | 15 | 59 | 12 | ±3 | 3.7 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 96 | ±1 | 5 | 13 | 19 | 55 | 8 | ±1 | 3.5 | ±0.1 | |
| Female | 96 | ±1 | 6 | 15 | 17 | 53 | 9 | ±2 | 3.4 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 97 | ±1 | 5 | 14 | 17 | 55 | 8 | ±1 | 3.5 | ±0.1 | |
| Total Minority | 94 | ±1 | 6 | 12 | 20 | 54 | 9 | ±2 | 3.5 | ±0.1 | |
| Non-Hispanic Black | 94 | ±2 | 5 | 12 | 18 | 54 | 10 | ±3 | 3.5 | ±0.1 | |
| Hispanic | 96 | ±2 | 7 | 13 | 17 | 54 | 9 | ±3 | 3.4 | ±0.1 | |
| Non-Hispanic API | 94 | ±2 | 3 | 10 | 23 | 57 | 7 | ±3 | 3.5 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 95 | ±1 | 4 | 12 | 17 | 58 | 9 | ±2 | 3.5 | ±0.1 | |
| Some College | 96 | ±1 | 5 | 13 | 19 | 55 | 8 | ±1 | 3.5 | ±0.1 | |
| 4-Year Degree | 96 | ±1 | 6 | 15 | 18 | 53 | 8 | ±2 | 3.4 | ±0.1 | |
| Graduate/Professional Degree | 97 | ±1 | 7 | 16 | 16 | 53 | 8 | ±2 | 3.4 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**k. My talents are used well in the workplace**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 7 | 16 | 16 | 49 | 13 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 6 | 15 | 16 | 50 | 12 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 7 | 16 | 17 | 48 | 13 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 7 | 16 | 17 | 48 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 8 | 16 | 16 | 48 | 13 | ±2 | 3.4 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 7 | 16 | 16 | 49 | 13 | ±1 | 3.5 | ±0.1 | <div></div> | |
| GS 1 to 4 | 97 | ±2 | 9 | 16 | 17 | 43 | 16 | ±5 | 3.4 | ±0.2 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 9 | 17 | 18 | 44 | 12 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 6 | 16 | 16 | 49 | 12 | ±2 | 3.4 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 5 | 14 | 14 | 53 | 14 | ±2 | 3.6 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 4 | 7 | 6 | 49 | 33 | ±8 | 4.0 | ±0.2 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 7 | 15 | 17 | 49 | 12 | ±2 | 3.4 | ±0.1 | <div></div> | |
| WG 1 to 5 | 95 | ±3 | 9 | 18 | 20 | 42 | 11 | ±6 | 3.3 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 8 | 16 | 15 | 49 | 12 | ±4 | 3.4 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 7 | 15 | 18 | 49 | 11 | ±3 | 3.4 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 4 | 12 | 16 | 54 | 13 | ±4 | 3.6 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 6 | 16 | 16 | 51 | 11 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 6 | 15 | 15 | 49 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 7 | 16 | 17 | 48 | 13 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 9 | 18 | 18 | 42 | 13 | ±3 | 3.3 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 11 | 17 | 18 | 42 | 12 | ±4 | 3.3 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 7 | 15 | 17 | 50 | 12 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Scientists | 98 | ±2 | 5 | 19 | 14 | 48 | 14 | ±4 | 3.5 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 6 | 14 | 18 | 53 | 10 | ±2 | 3.5 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 5 | 13 | 13 | 54 | 15 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 5 | 12 | 12 | 52 | 19 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Wage Leader | 98 | ±2 | 7 | 13 | 17 | 51 | 12 | ±5 | 3.5 | ±0.2 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 5 | 12 | 15 | 55 | 13 | ±4 | 3.6 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 7 | 17 | 17 | 47 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 7 | 16 | 16 | 49 | 13 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Other Than Full-Time | 95 | ±3 | 9 | 14 | 20 | 42 | 14 | ±6 | 3.4 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 7 | 16 | 16 | 49 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 6 | 14 | 16 | 50 | 14 | ±3 | 3.5 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 7 | 16 | 16 | 49 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±3 | 8 | 14 | 18 | 43 | 17 | ±5 | 3.5 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 6 | 15 | 15 | 50 | 14 | ±1 | 3.5 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 8 | 16 | 18 | 47 | 11 | ±2 | 3.4 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?

k. My talents are used well in the workplace

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 6 | 15 | 16 | 50 | 13 | ±1 | 3.5 | ±0.1 | |
| Disability | 98 | ±1 | 10 | 18 | 16 | 44 | 12 | ±2 | 3.3 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 10 | 17 | 16 | 43 | 13 | ±3 | 3.3 | ±0.1 | |
| Other Disability | 98 | ±1 | 10 | 18 | 16 | 44 | 12 | ±2 | 3.3 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 6 | 16 | 16 | 49 | 12 | ±1 | 3.4 | ±0.1 | |
| Veteran | 98 | ±1 | 7 | 15 | 16 | 48 | 14 | ±1 | 3.4 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 10 | 17 | 13 | 45 | 16 | ±3 | 3.4 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 8 | 15 | 14 | 48 | 15 | ±3 | 3.5 | ±0.1 | |
| 5 Point | 98 | ±1 | 7 | 16 | 17 | 48 | 13 | ±2 | 3.4 | ±0.1 | |
| No Preference | 98 | ±1 | 5 | 14 | 13 | 53 | 15 | ±3 | 3.6 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 6 | 16 | 17 | 49 | 12 | ±2 | 3.4 | ±0.1 | |
| FERS | 98 | ±1 | 7 | 15 | 16 | 49 | 13 | ±1 | 3.5 | ±0.1 | |
| Other Plan | 93 | ±3 | 8 | 16 | 20 | 41 | 15 | ±6 | 3.4 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 7 | 15 | 16 | 49 | 13 | ±1 | 3.4 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 7 | 15 | 16 | 49 | 13 | ±2 | 3.5 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 7 | 17 | 16 | 48 | 13 | ±2 | 3.4 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 7 | 15 | 17 | 47 | 14 | ±2 | 3.5 | ±0.1 | |
| 5 to 10 Years | 98 | ±1 | 7 | 16 | 16 | 48 | 13 | ±3 | 3.4 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 7 | 15 | 16 | 49 | 12 | ±2 | 3.4 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 7 | 16 | 16 | 49 | 12 | ±2 | 3.4 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 6 | 15 | 16 | 50 | 13 | ±2 | 3.5 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 7 | 17 | 20 | 45 | 12 | ±3 | 3.4 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 7 | 14 | 16 | 50 | 12 | ±2 | 3.5 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 7 | 16 | 15 | 49 | 13 | ±2 | 3.5 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 7 | 16 | 16 | 48 | 13 | ±2 | 3.4 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 5 | 13 | 16 | 51 | 14 | ±3 | 3.6 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 7 | 15 | 16 | 49 | 12 | ±1 | 3.5 | ±0.1 | |
| Female | 98 | ±1 | 7 | 16 | 16 | 48 | 13 | ±2 | 3.4 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 6 | 16 | 15 | 50 | 12 | ±1 | 3.5 | ±0.1 | |
| Total Minority | 97 | ±1 | 8 | 14 | 18 | 47 | 13 | ±2 | 3.4 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 9 | 15 | 18 | 46 | 13 | ±2 | 3.4 | ±0.1 | |
| Hispanic | 98 | ±1 | 8 | 15 | 17 | 44 | 16 | ±3 | 3.5 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 5 | 9 | 20 | 54 | 12 | ±3 | 3.6 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 4 | 12 | 16 | 55 | 13 | ±2 | 3.6 | ±0.1 | |
| Some College | 98 | ±1 | 7 | 16 | 17 | 48 | 13 | ±1 | 3.4 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 7 | 16 | 17 | 48 | 12 | ±2 | 3.4 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 8 | 18 | 13 | 48 | 13 | ±2 | 3.4 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**I. This is a friendly place to work**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 96 | ±1 | 4 | 8 | 18 | 53 | 16 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| Army | 96 | ±1 | 4 | 8 | 18 | 53 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Navy | 96 | ±1 | 4 | 8 | 17 | 55 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Air Force | 97 | ±1 | 4 | 8 | 18 | 53 | 17 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 96 | ±1 | 5 | 9 | 19 | 51 | 16 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 97 | ±1 | 4 | 8 | 17 | 54 | 18 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 95 | ±3 | 7 | 8 | 18 | 48 | 19 | ±5 | 3.6 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 96 | ±1 | 6 | 9 | 19 | 50 | 16 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 97 | ±1 | 3 | 8 | 18 | 55 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 98 | ±1 | 3 | 6 | 15 | 57 | 19 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| SES | 96 | ±3 | 2 | 5 | 8 | 50 | 34 | ±8 | 4.1 | ±0.2 | <div></div> | | |
| Blue Collar Total | 96 | ±1 | 5 | 10 | 21 | 52 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 95 | ±3 | 6 | 11 | 25 | 48 | 10 | ±6 | 3.5 | ±0.2 | <div></div> | | |
| WG 6 to 9 | 96 | ±2 | 6 | 10 | 20 | 51 | 13 | ±4 | 3.6 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 96 | ±1 | 5 | 11 | 21 | 51 | 12 | ±3 | 3.5 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 97 | ±2 | 3 | 9 | 19 | 56 | 14 | ±4 | 3.7 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 97 | ±1 | 3 | 7 | 14 | 57 | 19 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| Administrative | 97 | ±1 | 3 | 7 | 18 | 54 | 18 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| Technical | 96 | ±1 | 5 | 8 | 19 | 52 | 16 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Clerical | 96 | ±2 | 5 | 9 | 18 | 49 | 19 | ±3 | 3.7 | ±0.1 | <div></div> | | |
| Other White Collar | 96 | ±2 | 8 | 14 | 20 | 44 | 15 | ±4 | 3.4 | ±0.1 | <div></div> | | |
| Blue Collar | 96 | ±1 | 5 | 10 | 21 | 52 | 12 | ±2 | 3.6 | ±0.1 | <div></div> | | |
| Scientists | 96 | ±2 | 2 | 6 | 15 | 57 | 20 | ±4 | 3.9 | ±0.1 | <div></div> | | |
| Engineers | 97 | ±1 | 2 | 6 | 15 | 60 | 17 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 97 | ±1 | 3 | 7 | 17 | 55 | 18 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| Manager | 96 | ±1 | 3 | 7 | 15 | 53 | 22 | ±3 | 3.8 | ±0.1 | <div></div> | | |
| Wage Leader | 97 | ±2 | 3 | 10 | 21 | 56 | 10 | ±5 | 3.6 | ±0.1 | <div></div> | | |
| Wage Supervisor | 97 | ±2 | 3 | 8 | 18 | 57 | 14 | ±4 | 3.7 | ±0.1 | <div></div> | | |
| All Others | 96 | ±1 | 4 | 8 | 18 | 53 | 16 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 97 | ±1 | 4 | 8 | 18 | 54 | 16 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 93 | ±4 | 5 | 7 | 19 | 49 | 21 | ±7 | 3.7 | ±0.2 | <div></div> | | |
| CONUS | 97 | ±1 | 4 | 8 | 18 | 53 | 16 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| OCONUS | 95 | ±2 | 3 | 7 | 19 | 53 | 18 | ±3 | 3.8 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 97 | ±1 | 4 | 8 | 18 | 54 | 16 | ±1 | 3.7 | ±0.1 | <div></div> | | |
| Non-Permanent | 94 | ±3 | 4 | 6 | 19 | 50 | 21 | ±5 | 3.8 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 97 | ±1 | 3 | 8 | 16 | 55 | 18 | ±1 | 3.8 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 96 | ±1 | 5 | 9 | 20 | 52 | 15 | ±2 | 3.6 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**I. This is a friendly place to work**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 96 | ±1 | 4 | 8 | 18 | 54 | 17 | ±1 | 3.7 | ±0.1 | |
| Disability | 96 | ±1 | 6 | 11 | 19 | 49 | 15 | ±2 | 3.6 | ±0.1 | |
| Targeted Disability | 96 | ±2 | 7 | 11 | 19 | 48 | 16 | ±3 | 3.6 | ±0.1 | |
| Other Disability | 96 | ±1 | 6 | 11 | 19 | 49 | 15 | ±2 | 3.6 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 96 | ±1 | 4 | 8 | 17 | 54 | 17 | ±1 | 3.7 | ±0.1 | |
| Veteran | 96 | ±1 | 5 | 9 | 18 | 52 | 16 | ±1 | 3.7 | ±0.1 | |
| 10 Point 30% | 96 | ±1 | 6 | 10 | 18 | 49 | 18 | ±3 | 3.6 | ±0.1 | |
| 10 Point Non-30% | 96 | ±2 | 6 | 10 | 15 | 52 | 17 | ±3 | 3.7 | ±0.1 | |
| 5 Point | 96 | ±1 | 4 | 9 | 19 | 52 | 15 | ±2 | 3.6 | ±0.1 | |
| No Preference | 97 | ±2 | 3 | 7 | 18 | 53 | 18 | ±3 | 3.8 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 97 | ±1 | 4 | 9 | 19 | 53 | 15 | ±2 | 3.7 | ±0.1 | |
| FERS | 96 | ±1 | 4 | 8 | 17 | 54 | 17 | ±1 | 3.7 | ±0.1 | |
| Other Plan | 93 | ±4 | 3 | 6 | 22 | 50 | 19 | ±6 | 3.8 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 96 | ±1 | 4 | 8 | 18 | 54 | 17 | ±1 | 3.7 | ±0.1 | |
| Optional Eligible | 96 | ±1 | 4 | 8 | 18 | 53 | 16 | ±2 | 3.7 | ±0.1 | |
| Discontinued Service | 97 | ±1 | 4 | 10 | 18 | 53 | 15 | ±2 | 3.7 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 4 | 6 | 18 | 52 | 21 | ±2 | 3.8 | ±0.1 | |
| 5 to 10 Years | 96 | ±1 | 4 | 9 | 17 | 53 | 17 | ±3 | 3.7 | ±0.1 | |
| 11 to 20 Years | 97 | ±1 | 4 | 9 | 18 | 54 | 15 | ±2 | 3.7 | ±0.1 | |
| 21 to 30 Years | 97 | ±1 | 4 | 9 | 19 | 53 | 15 | ±2 | 3.7 | ±0.1 | |
| More Than 30 Years | 96 | ±1 | 3 | 8 | 18 | 54 | 17 | ±2 | 3.7 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 4 | 7 | 20 | 51 | 19 | ±3 | 3.7 | ±0.1 | |
| 31 to 40 Years Old | 96 | ±1 | 4 | 8 | 17 | 55 | 17 | ±2 | 3.7 | ±0.1 | |
| 41 to 50 Years Old | 97 | ±1 | 4 | 8 | 18 | 54 | 16 | ±2 | 3.7 | ±0.1 | |
| 51 to 60 Years Old | 96 | ±1 | 4 | 9 | 18 | 53 | 16 | ±2 | 3.7 | ±0.1 | |
| More Than 60 Years Old | 97 | ±1 | 3 | 8 | 15 | 55 | 19 | ±3 | 3.8 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 97 | ±1 | 4 | 8 | 18 | 55 | 16 | ±1 | 3.7 | ±0.1 | |
| Female | 96 | ±1 | 4 | 8 | 19 | 51 | 17 | ±2 | 3.7 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 97 | ±1 | 4 | 8 | 17 | 54 | 17 | ±1 | 3.7 | ±0.1 | |
| Total Minority | 96 | ±1 | 5 | 8 | 21 | 51 | 15 | ±2 | 3.6 | ±0.1 | |
| Non-Hispanic Black | 95 | ±1 | 5 | 8 | 22 | 51 | 14 | ±2 | 3.6 | ±0.1 | |
| Hispanic | 97 | ±1 | 5 | 9 | 19 | 49 | 17 | ±3 | 3.6 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 3 | 6 | 19 | 57 | 15 | ±3 | 3.7 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 96 | ±1 | 4 | 9 | 20 | 52 | 15 | ±2 | 3.7 | ±0.1 | |
| Some College | 96 | ±1 | 5 | 9 | 19 | 52 | 15 | ±1 | 3.6 | ±0.1 | |
| 4-Year Degree | 97 | ±1 | 3 | 8 | 17 | 55 | 17 | ±2 | 3.8 | ±0.1 | |
| Graduate/Professional Degree | 97 | ±1 | 4 | 7 | 14 | 55 | 20 | ±2 | 3.8 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**m. I recommend my organization as a good place to work**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 5 | 11 | 24 | 46 | 15 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Army | 97 | ±1 | 5 | 11 | 23 | 47 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 5 | 11 | 24 | 46 | 15 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 5 | 11 | 23 | 46 | 15 | ±2 | 3.6 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 97 | ±1 | 6 | 11 | 25 | 43 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 5 | 11 | 24 | 45 | 15 | ±1 | 3.5 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 8 | 8 | 25 | 43 | 15 | ±5 | 3.5 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 7 | 12 | 25 | 42 | 14 | ±2 | 3.4 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 5 | 11 | 24 | 46 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 11 | 21 | 47 | 17 | ±2 | 3.6 | ±0.1 | <div></div> | |
| SES | 98 | ±1 | 2 | 5 | 11 | 45 | 36 | ±8 | 4.1 | ±0.2 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 5 | 11 | 24 | 47 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±3 | 7 | 12 | 28 | 44 | 10 | ±6 | 3.4 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 6 | 12 | 22 | 46 | 14 | ±4 | 3.5 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 6 | 12 | 25 | 46 | 11 | ±3 | 3.4 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 3 | 10 | 20 | 53 | 15 | ±4 | 3.7 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 4 | 10 | 22 | 48 | 16 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 5 | 11 | 24 | 45 | 16 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Technical | 97 | ±1 | 6 | 11 | 25 | 45 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Clerical | 96 | ±2 | 7 | 10 | 25 | 43 | 16 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Other White Collar | 98 | ±2 | 8 | 16 | 23 | 39 | 14 | ±4 | 3.3 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 5 | 11 | 24 | 47 | 12 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 4 | 10 | 25 | 45 | 16 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 3 | 10 | 22 | 51 | 14 | ±2 | 3.6 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 4 | 10 | 23 | 47 | 16 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 4 | 9 | 19 | 48 | 21 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 4 | 12 | 25 | 48 | 11 | ±5 | 3.5 | ±0.1 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 3 | 9 | 21 | 52 | 15 | ±4 | 3.7 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 6 | 11 | 24 | 45 | 14 | ±1 | 3.5 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 5 | 11 | 24 | 45 | 14 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±3 | 6 | 8 | 22 | 49 | 15 | ±7 | 3.6 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 5 | 11 | 24 | 46 | 14 | ±1 | 3.5 | ±0.1 | <div></div> | |
| OCONUS | 97 | ±2 | 5 | 10 | 23 | 46 | 16 | ±3 | 3.6 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 5 | 11 | 24 | 46 | 14 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±2 | 4 | 7 | 23 | 47 | 18 | ±5 | 3.7 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 5 | 11 | 22 | 47 | 16 | ±1 | 3.6 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 6 | 11 | 25 | 44 | 13 | ±2 | 3.5 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**m. I recommend my organization as a good place to work**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 5 | 11 | 23 | 46 | 15 | ±1 | 3.6 | ±0.1 | |
| Disability | 98 | ±1 | 8 | 13 | 25 | 42 | 13 | ±2 | 3.4 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 9 | 13 | 23 | 41 | 14 | ±3 | 3.4 | ±0.1 | |
| Other Disability | 98 | ±1 | 7 | 13 | 26 | 42 | 13 | ±2 | 3.4 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 5 | 10 | 24 | 46 | 14 | ±1 | 3.5 | ±0.1 | |
| Veteran | 98 | ±1 | 5 | 12 | 23 | 45 | 15 | ±1 | 3.5 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 7 | 12 | 22 | 42 | 17 | ±3 | 3.5 | ±0.1 | |
| 10 Point Non-30% | 97 | ±1 | 6 | 11 | 22 | 45 | 16 | ±3 | 3.5 | ±0.1 | |
| 5 Point | 98 | ±1 | 5 | 12 | 25 | 45 | 14 | ±2 | 3.5 | ±0.1 | |
| No Preference | 98 | ±1 | 4 | 9 | 21 | 48 | 17 | ±3 | 3.6 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 5 | 12 | 24 | 45 | 14 | ±2 | 3.5 | ±0.1 | |
| FERS | 97 | ±1 | 5 | 10 | 23 | 46 | 15 | ±1 | 3.6 | ±0.1 | |
| Other Plan | 93 | ±3 | 5 | 7 | 28 | 44 | 15 | ±6 | 3.6 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 5 | 10 | 24 | 46 | 15 | ±1 | 3.5 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 5 | 12 | 22 | 46 | 15 | ±2 | 3.5 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 6 | 12 | 25 | 44 | 14 | ±2 | 3.5 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 4 | 8 | 22 | 47 | 18 | ±2 | 3.7 | ±0.1 | |
| 5 to 10 Years | 97 | ±1 | 5 | 10 | 23 | 46 | 16 | ±3 | 3.6 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 5 | 11 | 24 | 46 | 14 | ±2 | 3.5 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 6 | 13 | 25 | 44 | 13 | ±2 | 3.5 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 5 | 12 | 22 | 46 | 15 | ±2 | 3.6 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 5 | 10 | 26 | 45 | 15 | ±3 | 3.6 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 5 | 10 | 23 | 47 | 15 | ±2 | 3.6 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 6 | 11 | 24 | 46 | 14 | ±2 | 3.5 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 6 | 12 | 24 | 44 | 14 | ±2 | 3.5 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 3 | 12 | 19 | 48 | 18 | ±3 | 3.7 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 5 | 11 | 23 | 47 | 14 | ±1 | 3.5 | ±0.1 | |
| Female | 97 | ±1 | 6 | 11 | 25 | 43 | 15 | ±2 | 3.5 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 5 | 11 | 23 | 46 | 15 | ±1 | 3.5 | ±0.1 | |
| Total Minority | 97 | ±1 | 6 | 10 | 25 | 45 | 14 | ±2 | 3.5 | ±0.1 | |
| Non-Hispanic Black | 96 | ±1 | 6 | 10 | 26 | 45 | 13 | ±2 | 3.5 | ±0.1 | |
| Hispanic | 97 | ±1 | 6 | 9 | 25 | 44 | 16 | ±3 | 3.6 | ±0.1 | |
| Non-Hispanic API | 96 | ±2 | 4 | 8 | 24 | 51 | 13 | ±3 | 3.6 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 5 | 10 | 23 | 48 | 14 | ±2 | 3.6 | ±0.1 | |
| Some College | 98 | ±1 | 5 | 11 | 24 | 45 | 14 | ±1 | 3.5 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 5 | 11 | 24 | 45 | 14 | ±2 | 3.5 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 5 | 11 | 22 | 45 | 17 | ±2 | 3.6 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**n. I have sufficient resources (e.g., people, materials, budget, etc.) to get my job done**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 9 | 21 | 21 | 41 | 8 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 9 | 22 | 21 | 41 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 9 | 23 | 21 | 40 | 7 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 8 | 21 | 20 | 42 | 9 | ±2 | 3.2 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 8 | 19 | 21 | 42 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 8 | 21 | 20 | 42 | 9 | ±1 | 3.2 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 7 | 12 | 23 | 47 | 12 | ±5 | 3.5 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 8 | 17 | 21 | 45 | 10 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 8 | 21 | 20 | 42 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 10 | 27 | 20 | 35 | 7 | ±2 | 3.0 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 16 | 26 | 13 | 34 | 11 | ±8 | 3.0 | ±0.3 | <div></div> | |
| Blue Collar Total | 98 | ±1 | 10 | 23 | 22 | 38 | 7 | ±2 | 3.1 | ±0.1 | <div></div> | |
| WG 1 to 5 | 97 | ±2 | 8 | 16 | 25 | 42 | 9 | ±6 | 3.3 | ±0.2 | <div></div> | |
| WG 6 to 9 | 98 | ±1 | 11 | 19 | 21 | 40 | 8 | ±4 | 3.1 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 10 | 25 | 22 | 38 | 6 | ±3 | 3.0 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 11 | 27 | 23 | 34 | 6 | ±4 | 3.0 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 9 | 22 | 21 | 41 | 7 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 9 | 23 | 19 | 40 | 9 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 7 | 19 | 21 | 43 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 6 | 13 | 21 | 48 | 12 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Other White Collar | 98 | ±2 | 15 | 22 | 23 | 33 | 7 | ±4 | 2.9 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 10 | 22 | 22 | 39 | 7 | ±2 | 3.1 | ±0.1 | <div></div> | |
| Scientists | 98 | ±2 | 10 | 24 | 20 | 39 | 7 | ±3 | 3.1 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 8 | 23 | 23 | 41 | 6 | ±2 | 3.1 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 12 | 27 | 19 | 34 | 8 | ±2 | 3.0 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 14 | 29 | 17 | 33 | 7 | ±3 | 2.9 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 11 | 28 | 24 | 32 | 5 | ±5 | 2.9 | ±0.2 | <div></div> | |
| Wage Supervisor | 99 | ±1 | 11 | 26 | 20 | 38 | 6 | ±4 | 3.0 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 8 | 19 | 21 | 43 | 9 | ±1 | 3.3 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 9 | 22 | 21 | 41 | 8 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±3 | 5 | 13 | 23 | 45 | 14 | ±7 | 3.5 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 9 | 21 | 21 | 41 | 8 | ±1 | 3.2 | ±0.1 | <div></div> | |
| OCONUS | 97 | ±2 | 9 | 21 | 21 | 40 | 9 | ±3 | 3.2 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 9 | 22 | 21 | 41 | 8 | ±1 | 3.2 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±3 | 5 | 14 | 24 | 44 | 13 | ±5 | 3.5 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 8 | 22 | 20 | 41 | 9 | ±1 | 3.2 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 9 | 20 | 21 | 42 | 8 | ±2 | 3.2 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**n. I have sufficient resources (e.g., people, materials, budget, etc.) to get my job done**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 8 | 21 | 21 | 42 | 8 | ±1 | 3.2 | ±0.1 | |
| Disability | 98 | ±1 | 11 | 23 | 21 | 38 | 8 | ±2 | 3.1 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 13 | 23 | 22 | 33 | 8 | ±3 | 3.0 | ±0.1 | |
| Other Disability | 98 | ±1 | 11 | 22 | 20 | 39 | 8 | ±2 | 3.1 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 8 | 20 | 21 | 43 | 8 | ±1 | 3.2 | ±0.1 | |
| Veteran | 98 | ±1 | 10 | 23 | 21 | 38 | 8 | ±1 | 3.1 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 11 | 20 | 21 | 38 | 10 | ±3 | 3.2 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 11 | 23 | 20 | 37 | 9 | ±3 | 3.1 | ±0.1 | |
| 5 Point | 98 | ±1 | 10 | 24 | 21 | 38 | 7 | ±2 | 3.1 | ±0.1 | |
| No Preference | 98 | ±1 | 9 | 22 | 19 | 41 | 10 | ±3 | 3.2 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 9 | 22 | 21 | 40 | 7 | ±2 | 3.1 | ±0.1 | |
| FERS | 98 | ±1 | 8 | 21 | 20 | 42 | 9 | ±1 | 3.2 | ±0.1 | |
| Other Plan | 94 | ±3 | 7 | 16 | 25 | 43 | 9 | ±6 | 3.3 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 8 | 21 | 21 | 41 | 8 | ±1 | 3.2 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 9 | 21 | 20 | 42 | 9 | ±2 | 3.2 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 10 | 23 | 21 | 39 | 7 | ±2 | 3.1 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 6 | 16 | 22 | 44 | 12 | ±2 | 3.4 | ±0.1 | |
| 5 to 10 Years | 98 | ±1 | 9 | 20 | 20 | 42 | 9 | ±3 | 3.2 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 8 | 22 | 21 | 41 | 7 | ±2 | 3.2 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 10 | 22 | 21 | 40 | 7 | ±2 | 3.1 | ±0.1 | |
| More Than 30 Years | 99 | ±1 | 9 | 22 | 20 | 40 | 9 | ±2 | 3.2 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 6 | 15 | 23 | 45 | 11 | ±3 | 3.4 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 8 | 20 | 22 | 41 | 8 | ±2 | 3.2 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 10 | 23 | 20 | 40 | 8 | ±2 | 3.1 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 9 | 22 | 21 | 41 | 8 | ±2 | 3.2 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 6 | 19 | 20 | 43 | 12 | ±3 | 3.4 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 10 | 22 | 21 | 39 | 7 | ±1 | 3.1 | ±0.1 | |
| Female | 98 | ±1 | 7 | 20 | 20 | 44 | 10 | ±2 | 3.3 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 9 | 23 | 20 | 40 | 8 | ±1 | 3.2 | ±0.1 | |
| Total Minority | 97 | ±1 | 8 | 18 | 22 | 43 | 10 | ±2 | 3.3 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 7 | 18 | 21 | 44 | 10 | ±2 | 3.3 | ±0.1 | |
| Hispanic | 98 | ±1 | 9 | 17 | 22 | 41 | 10 | ±3 | 3.3 | ±0.1 | |
| Non-Hispanic API | 96 | ±2 | 6 | 14 | 26 | 45 | 9 | ±3 | 3.4 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 7 | 18 | 21 | 45 | 9 | ±2 | 3.3 | ±0.1 | |
| Some College | 98 | ±1 | 9 | 21 | 21 | 40 | 8 | ±1 | 3.2 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 9 | 23 | 20 | 41 | 8 | ±2 | 3.2 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 10 | 23 | 19 | 40 | 8 | ±2 | 3.1 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**o. My work unit is able to recruit people with the right skills**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 9 | 21 | 33 | 32 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 10 | 21 | 32 | 32 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 10 | 22 | 33 | 30 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 8 | 21 | 32 | 34 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 10 | 21 | 35 | 30 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 9 | 21 | 33 | 32 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±2 | 7 | 16 | 33 | 37 | 6 | ±5 | 3.2 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 10 | 18 | 34 | 31 | 6 | ±2 | 3.0 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 9 | 22 | 33 | 32 | 4 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 9 | 25 | 29 | 31 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 6 | 21 | 19 | 40 | 14 | ±8 | 3.3 | ±0.2 | <div></div> |
| Blue Collar Total | 98 | ±1 | 11 | 24 | 32 | 28 | 4 | ±2 | 2.9 | ±0.1 | <div></div> |
| WG 1 to 5 | 96 | ±3 | 11 | 21 | 35 | 29 | 5 | ±6 | 3.0 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 11 | 23 | 31 | 29 | 5 | ±3 | 2.9 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 12 | 24 | 33 | 28 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 11 | 27 | 29 | 28 | 5 | ±3 | 2.9 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 9 | 21 | 32 | 34 | 5 | ±2 | 3.1 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 9 | 22 | 32 | 32 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 10 | 20 | 35 | 31 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Clerical | 97 | ±2 | 7 | 16 | 35 | 35 | 7 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 14 | 24 | 28 | 28 | 6 | ±4 | 2.9 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 11 | 24 | 32 | 28 | 4 | ±2 | 2.9 | ±0.1 | <div></div> |
| Scientists | 98 | ±2 | 9 | 21 | 32 | 33 | 5 | ±3 | 3.0 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 8 | 23 | 33 | 32 | 4 | ±2 | 3.0 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 11 | 24 | 30 | 31 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 10 | 24 | 26 | 34 | 6 | ±3 | 3.0 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 12 | 30 | 30 | 25 | 3 | ±5 | 2.8 | ±0.1 | <div></div> |
| Wage Supervisor | 98 | ±2 | 11 | 24 | 29 | 31 | 5 | ±4 | 2.9 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 9 | 21 | 34 | 32 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 10 | 22 | 32 | 31 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±3 | 7 | 15 | 37 | 33 | 7 | ±7 | 3.2 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 9 | 22 | 33 | 31 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| OCONUS | 97 | ±2 | 10 | 19 | 32 | 34 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 10 | 22 | 32 | 31 | 5 | ±1 | 3.0 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±2 | 7 | 16 | 35 | 34 | 8 | ±5 | 3.2 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 9 | 21 | 32 | 33 | 6 | ±1 | 3.0 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 10 | 22 | 34 | 30 | 4 | ±1 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**o. My work unit is able to recruit people with the right skills**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 9 | 21 | 33 | 32 | 5 | ±1 | 3.0 | ±0.1 | |
| Disability | 98 | ±1 | 13 | 22 | 33 | 27 | 5 | ±2 | 2.9 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 13 | 22 | 33 | 25 | 6 | ±3 | 2.9 | ±0.1 | |
| Other Disability | 98 | ±1 | 13 | 22 | 33 | 28 | 5 | ±2 | 2.9 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 9 | 21 | 33 | 33 | 5 | ±1 | 3.1 | ±0.1 | |
| Veteran | 98 | ±1 | 11 | 22 | 32 | 30 | 5 | ±1 | 3.0 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 11 | 20 | 31 | 30 | 7 | ±3 | 3.0 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 12 | 21 | 31 | 30 | 5 | ±3 | 3.0 | ±0.1 | |
| 5 Point | 98 | ±1 | 11 | 23 | 32 | 29 | 5 | ±2 | 2.9 | ±0.1 | |
| No Preference | 98 | ±1 | 7 | 21 | 32 | 35 | 5 | ±3 | 3.1 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 10 | 23 | 33 | 30 | 5 | ±2 | 3.0 | ±0.1 | |
| FERS | 98 | ±1 | 9 | 21 | 32 | 32 | 5 | ±1 | 3.0 | ±0.1 | |
| Other Plan | 93 | ±3 | 9 | 19 | 36 | 32 | 5 | ±6 | 3.1 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 9 | 21 | 33 | 32 | 5 | ±1 | 3.0 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 9 | 21 | 32 | 32 | 6 | ±2 | 3.0 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 12 | 23 | 33 | 27 | 5 | ±2 | 2.9 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 6 | 17 | 34 | 35 | 7 | ±2 | 3.2 | ±0.1 | |
| 5 to 10 Years | 98 | ±1 | 8 | 22 | 32 | 33 | 6 | ±3 | 3.1 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 10 | 22 | 33 | 31 | 5 | ±2 | 3.0 | ±0.1 | |
| 21 to 30 Years | 99 | ±1 | 11 | 23 | 33 | 30 | 4 | ±2 | 2.9 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 10 | 23 | 31 | 31 | 5 | ±2 | 3.0 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 7 | 17 | 36 | 35 | 6 | ±3 | 3.2 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 9 | 21 | 33 | 32 | 5 | ±2 | 3.0 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 10 | 22 | 32 | 31 | 5 | ±2 | 3.0 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 10 | 22 | 32 | 30 | 5 | ±2 | 3.0 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 8 | 18 | 32 | 35 | 7 | ±3 | 3.2 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 10 | 22 | 32 | 31 | 5 | ±1 | 3.0 | ±0.1 | |
| Female | 97 | ±1 | 8 | 20 | 34 | 33 | 6 | ±2 | 3.1 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 9 | 23 | 32 | 31 | 5 | ±1 | 3.0 | ±0.1 | |
| Total Minority | 97 | ±1 | 9 | 18 | 34 | 33 | 6 | ±2 | 3.1 | ±0.1 | |
| Non-Hispanic Black | 97 | ±1 | 8 | 16 | 34 | 36 | 6 | ±2 | 3.1 | ±0.1 | |
| Hispanic | 98 | ±1 | 11 | 18 | 32 | 32 | 7 | ±3 | 3.0 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 8 | 16 | 37 | 34 | 5 | ±3 | 3.1 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 9 | 20 | 32 | 34 | 5 | ±2 | 3.1 | ±0.1 | |
| Some College | 98 | ±1 | 10 | 22 | 34 | 30 | 5 | ±1 | 3.0 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 9 | 21 | 33 | 32 | 5 | ±2 | 3.0 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 9 | 22 | 29 | 34 | 5 | ±2 | 3.0 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**p. Selections for promotions in my work unit are based on merit**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 18 | 20 | 32 | 24 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 17 | 20 | 33 | 25 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 18 | 20 | 31 | 26 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 19 | 20 | 31 | 25 | 6 | ±2 | 2.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 19 | 22 | 34 | 22 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 16 | 19 | 33 | 26 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 22 | 19 | 34 | 22 | 4 | ±5 | 2.7 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 21 | 21 | 34 | 20 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 16 | 21 | 35 | 24 | 4 | ±1 | 2.8 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 11 | 16 | 29 | 36 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 2 | 5 | 15 | 45 | 33 | ±8 | 4.0 | ±0.2 | <div></div> |
| Blue Collar Total | 98 | ±1 | 26 | 23 | 28 | 19 | 3 | ±2 | 2.5 | ±0.1 | <div></div> |
| WG 1 to 5 | 96 | ±3 | 25 | 24 | 32 | 18 | 2 | ±6 | 2.5 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 29 | 23 | 28 | 16 | 3 | ±3 | 2.4 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 30 | 25 | 27 | 15 | 3 | ±3 | 2.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 16 | 21 | 27 | 30 | 6 | ±3 | 2.9 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 13 | 18 | 34 | 30 | 5 | ±2 | 3.0 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 14 | 19 | 33 | 27 | 6 | ±2 | 2.9 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 20 | 21 | 34 | 21 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| Clerical | 97 | ±2 | 20 | 20 | 34 | 21 | 5 | ±3 | 2.7 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 27 | 19 | 29 | 20 | 4 | ±4 | 2.6 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 26 | 23 | 28 | 19 | 4 | ±2 | 2.5 | ±0.1 | <div></div> |
| Scientists | 98 | ±2 | 14 | 18 | 32 | 29 | 7 | ±3 | 3.0 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 14 | 18 | 34 | 30 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 14 | 16 | 30 | 33 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 10 | 14 | 23 | 39 | 14 | ±3 | 3.3 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 23 | 26 | 27 | 21 | 2 | ±5 | 2.5 | ±0.2 | <div></div> |
| Wage Supervisor | 98 | ±1 | 16 | 19 | 24 | 34 | 7 | ±4 | 3.0 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 20 | 21 | 34 | 22 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 18 | 20 | 32 | 25 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±3 | 14 | 16 | 45 | 21 | 5 | ±7 | 2.9 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 19 | 21 | 32 | 24 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| OCONUS | 97 | ±2 | 15 | 17 | 38 | 26 | 4 | ±3 | 2.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 19 | 20 | 32 | 25 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±2 | 14 | 16 | 44 | 21 | 5 | ±5 | 2.9 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 15 | 19 | 32 | 28 | 6 | ±1 | 2.9 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 23 | 22 | 32 | 20 | 3 | ±1 | 2.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**p. Selections for promotions in my work unit are based on merit**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 17 | 20 | 33 | 26 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 26 | 22 | 30 | 19 | 4 | ±2 | 2.5 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 28 | 22 | 27 | 18 | 4 | ±3 | 2.5 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 24 | 21 | 31 | 19 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 16 | 20 | 33 | 26 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 21 | 20 | 31 | 23 | 5 | ±1 | 2.7 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 24 | 20 | 29 | 21 | 6 | ±3 | 2.6 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 23 | 18 | 31 | 24 | 5 | ±3 | 2.7 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 21 | 21 | 31 | 22 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 17 | 20 | 32 | 26 | 5 | ±3 | 2.8 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 18 | 21 | 31 | 25 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 19 | 20 | 32 | 25 | 4 | ±1 | 2.8 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 15 | 19 | 45 | 18 | 4 | ±6 | 2.8 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 17 | 20 | 33 | 26 | 4 | ±1 | 2.8 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 19 | 21 | 31 | 24 | 5 | ±2 | 2.8 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 21 | 22 | 31 | 22 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 14 | 17 | 40 | 24 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 19 | 21 | 31 | 24 | 5 | ±3 | 2.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 19 | 21 | 31 | 24 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 19 | 21 | 31 | 24 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 18 | 19 | 31 | 26 | 7 | ±2 | 2.8 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 14 | 20 | 39 | 22 | 4 | ±3 | 2.8 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 18 | 19 | 33 | 26 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 19 | 20 | 32 | 25 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 19 | 21 | 31 | 24 | 5 | ±2 | 2.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 16 | 20 | 33 | 25 | 6 | ±3 | 2.9 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 19 | 20 | 31 | 25 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 17 | 21 | 35 | 23 | 4 | ±2 | 2.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 17 | 20 | 32 | 25 | 5 | ±1 | 2.8 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 20 | 20 | 32 | 23 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 21 | 22 | 32 | 21 | 4 | ±2 | 2.6 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 21 | 20 | 31 | 24 | 5 | ±3 | 2.7 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 12 | 17 | 36 | 31 | 4 | ±3 | 3.0 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 19 | 22 | 32 | 23 | 4 | ±2 | 2.7 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 21 | 21 | 31 | 22 | 4 | ±1 | 2.7 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 15 | 19 | 34 | 27 | 5 | ±2 | 2.9 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 14 | 17 | 32 | 30 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**a. I feel like "part of the family" in my organization**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 8 | 16 | 28 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 8 | 15 | 27 | 41 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 8 | 17 | 30 | 37 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 7 | 16 | 27 | 40 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 9 | 18 | 28 | 37 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 7 | 16 | 28 | 39 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 97 | ±2 | 10 | 15 | 26 | 38 | 11 | ±5 | 3.2 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 9 | 16 | 27 | 37 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 7 | 16 | 29 | 39 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 6 | 16 | 25 | 42 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 2 | 9 | 14 | 53 | 22 | ±8 | 3.8 | ±0.1 | <div></div> |
| Blue Collar Total | 98 | ±1 | 9 | 18 | 29 | 37 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| WG 1 to 5 | 96 | ±3 | 12 | 20 | 25 | 37 | 6 | ±6 | 3.1 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 10 | 18 | 28 | 37 | 8 | ±4 | 3.2 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 10 | 19 | 31 | 34 | 6 | ±3 | 3.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 7 | 16 | 29 | 41 | 7 | ±4 | 3.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 6 | 16 | 29 | 41 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 7 | 16 | 27 | 40 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 8 | 16 | 29 | 37 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Clerical | 97 | ±2 | 9 | 14 | 26 | 38 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±2 | 12 | 19 | 25 | 36 | 9 | ±4 | 3.1 | ±0.1 | <div></div> |
| Blue Collar | 98 | ±1 | 9 | 18 | 29 | 37 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 8 | 16 | 29 | 39 | 9 | ±3 | 3.3 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 5 | 15 | 30 | 42 | 7 | ±2 | 3.3 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 6 | 15 | 26 | 43 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 6 | 13 | 23 | 43 | 15 | ±3 | 3.5 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 9 | 17 | 31 | 36 | 6 | ±5 | 3.1 | ±0.2 | <div></div> |
| Wage Supervisor | 98 | ±2 | 7 | 14 | 28 | 43 | 9 | ±4 | 3.3 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 8 | 17 | 29 | 38 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 8 | 16 | 28 | 39 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±3 | 8 | 18 | 30 | 37 | 8 | ±6 | 3.2 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 8 | 17 | 28 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| OCONUS | 97 | ±2 | 7 | 14 | 28 | 40 | 11 | ±3 | 3.3 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 8 | 17 | 28 | 38 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±2 | 8 | 13 | 24 | 45 | 10 | ±5 | 3.4 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 7 | 16 | 27 | 41 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 9 | 17 | 29 | 36 | 8 | ±1 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**a. I feel like "part of the family" in my organization**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 7 | 16 | 28 | 39 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 11 | 19 | 27 | 35 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 12 | 19 | 25 | 35 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 11 | 18 | 28 | 34 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 7 | 16 | 28 | 40 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 9 | 17 | 28 | 37 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 11 | 16 | 26 | 36 | 11 | ±3 | 3.2 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 10 | 15 | 25 | 40 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 8 | 17 | 30 | 36 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 6 | 14 | 26 | 42 | 11 | ±3 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 8 | 17 | 28 | 38 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 8 | 16 | 28 | 39 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 9 | 15 | 31 | 38 | 8 | ±6 | 3.2 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 7 | 16 | 28 | 39 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 8 | 16 | 28 | 39 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 9 | 18 | 29 | 35 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 6 | 14 | 27 | 42 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 7 | 15 | 27 | 41 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 8 | 17 | 28 | 38 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 9 | 17 | 29 | 37 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 7 | 17 | 28 | 38 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 7 | 14 | 28 | 41 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 8 | 15 | 27 | 41 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 8 | 17 | 28 | 38 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 8 | 17 | 29 | 37 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 5 | 15 | 25 | 43 | 11 | ±3 | 3.4 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 8 | 16 | 28 | 39 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 8 | 16 | 28 | 38 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 7 | 17 | 27 | 39 | 9 | ±1 | 3.3 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 9 | 16 | 29 | 37 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 10 | 17 | 29 | 36 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 9 | 15 | 29 | 37 | 10 | ±3 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 6 | 11 | 30 | 45 | 8 | ±3 | 3.4 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 7 | 17 | 28 | 40 | 8 | ±2 | 3.3 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 9 | 16 | 29 | 37 | 9 | ±1 | 3.2 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 7 | 16 | 28 | 40 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 7 | 16 | 27 | 40 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**b. My organization has a great deal of personal meaning to me**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 6 | 15 | 30 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 6 | 14 | 28 | 40 | 11 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 6 | 16 | 32 | 36 | 10 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 6 | 14 | 30 | 38 | 12 | ±2 | 3.4 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 7 | 16 | 32 | 36 | 10 | ±2 | 3.2 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 6 | 15 | 30 | 37 | 11 | ±1 | 3.3 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 9 | 15 | 30 | 37 | 9 | ±5 | 3.2 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 8 | 14 | 31 | 36 | 11 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 6 | 16 | 31 | 37 | 11 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 5 | 16 | 28 | 39 | 13 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SES | 98 | ±1 | 2 | 6 | 13 | 45 | 35 | ±9 | 4.0 | ±0.2 | <div></div> | |
| Blue Collar Total | 98 | ±1 | 7 | 15 | 30 | 39 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±2 | 10 | 15 | 31 | 36 | 7 | ±6 | 3.2 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 7 | 15 | 30 | 39 | 9 | ±4 | 3.3 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 8 | 16 | 32 | 36 | 8 | ±3 | 3.2 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 4 | 12 | 26 | 46 | 13 | ±4 | 3.5 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 6 | 17 | 30 | 38 | 10 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 6 | 14 | 30 | 37 | 12 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 7 | 15 | 31 | 38 | 10 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 7 | 14 | 32 | 35 | 12 | ±3 | 3.3 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 10 | 15 | 24 | 39 | 11 | ±4 | 3.3 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 7 | 15 | 30 | 39 | 10 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 6 | 16 | 29 | 39 | 11 | ±3 | 3.3 | ±0.1 | <div></div> | |
| Engineers | 98 | ±1 | 5 | 16 | 33 | 38 | 9 | ±2 | 3.3 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 5 | 13 | 27 | 42 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 4 | 10 | 22 | 44 | 20 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 5 | 14 | 27 | 43 | 10 | ±5 | 3.4 | ±0.2 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 4 | 11 | 26 | 45 | 14 | ±4 | 3.5 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 7 | 16 | 32 | 36 | 9 | ±1 | 3.3 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 6 | 15 | 30 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Other Than Full-Time | 93 | ±4 | 7 | 13 | 35 | 38 | 7 | ±7 | 3.2 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 6 | 15 | 30 | 37 | 11 | ±1 | 3.3 | ±0.1 | <div></div> | |
| OCONUS | 97 | ±2 | 7 | 13 | 28 | 40 | 12 | ±3 | 3.4 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 6 | 15 | 30 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±2 | 7 | 11 | 33 | 39 | 11 | ±5 | 3.4 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 6 | 15 | 30 | 38 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 7 | 16 | 31 | 36 | 9 | ±1 | 3.3 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**b. My organization has a great deal of personal meaning to me**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 6 | 15 | 31 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 9 | 16 | 29 | 36 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 9 | 15 | 27 | 37 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other Disability | 99 | ±1 | 9 | 16 | 29 | 36 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 6 | 15 | 31 | 38 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 7 | 15 | 29 | 38 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 9 | 14 | 26 | 38 | 13 | ±3 | 3.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 8 | 12 | 28 | 39 | 13 | ±3 | 3.4 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 6 | 15 | 31 | 36 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| No Preference | 97 | ±1 | 5 | 14 | 27 | 42 | 13 | ±3 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 7 | 16 | 30 | 37 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 6 | 15 | 30 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 7 | 14 | 35 | 35 | 9 | ±6 | 3.3 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 6 | 15 | 31 | 38 | 10 | ±1 | 3.3 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 6 | 14 | 30 | 39 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 7 | 17 | 30 | 35 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 6 | 13 | 31 | 39 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 97 | ±2 | 6 | 14 | 30 | 39 | 11 | ±3 | 3.3 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 7 | 15 | 31 | 37 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 7 | 16 | 30 | 36 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 6 | 14 | 29 | 38 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 6 | 16 | 33 | 37 | 8 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 7 | 14 | 30 | 39 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 7 | 16 | 30 | 37 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 7 | 15 | 30 | 37 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 4 | 14 | 28 | 41 | 14 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 6 | 15 | 30 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 7 | 15 | 31 | 36 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 6 | 16 | 29 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 8 | 13 | 32 | 37 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 8 | 14 | 32 | 37 | 8 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 8 | 13 | 31 | 37 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 5 | 11 | 33 | 41 | 10 | ±3 | 3.4 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 5 | 15 | 30 | 40 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 7 | 14 | 30 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 6 | 16 | 31 | 36 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 6 | 16 | 29 | 37 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**c. It would be too costly for me to leave my organization in the near future**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 5 | 15 | 30 | 36 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 5 | 16 | 30 | 35 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 4 | 15 | 30 | 38 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 5 | 16 | 31 | 35 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 6 | 13 | 29 | 37 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 5 | 16 | 30 | 35 | 13 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±2 | 7 | 15 | 34 | 30 | 14 | ±5 | 3.3 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 6 | 13 | 30 | 36 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 5 | 16 | 29 | 36 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 6 | 20 | 30 | 34 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| SES | 98 | ±1 | 16 | 28 | 26 | 23 | 7 | ±9 | 2.8 | ±0.3 | <div></div> |
| Blue Collar Total | 97 | ±1 | 4 | 11 | 29 | 40 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| WG 1 to 5 | 95 | ±3 | 5 | 11 | 31 | 37 | 16 | ±6 | 3.5 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 5 | 8 | 27 | 43 | 17 | ±4 | 3.6 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 4 | 11 | 30 | 40 | 14 | ±3 | 3.5 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 3 | 13 | 31 | 39 | 15 | ±4 | 3.5 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 5 | 19 | 29 | 36 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 5 | 17 | 29 | 34 | 14 | ±2 | 3.3 | ±0.1 | <div></div> |
| Technical | 97 | ±1 | 5 | 13 | 31 | 38 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Clerical | 97 | ±2 | 6 | 14 | 32 | 32 | 16 | ±3 | 3.4 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 6 | 12 | 28 | 38 | 17 | ±4 | 3.5 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 4 | 11 | 30 | 40 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 5 | 19 | 27 | 37 | 13 | ±3 | 3.3 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 5 | 19 | 32 | 36 | 9 | ±2 | 3.3 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 6 | 17 | 29 | 35 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 6 | 19 | 28 | 33 | 14 | ±3 | 3.3 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 4 | 13 | 29 | 40 | 13 | ±5 | 3.4 | ±0.2 | <div></div> |
| Wage Supervisor | 98 | ±2 | 3 | 13 | 33 | 39 | 13 | ±4 | 3.5 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 5 | 15 | 30 | 37 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 5 | 15 | 30 | 37 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±4 | 8 | 13 | 36 | 30 | 13 | ±7 | 3.3 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 5 | 15 | 30 | 37 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 7 | 16 | 28 | 33 | 15 | ±3 | 3.3 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 5 | 15 | 30 | 37 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±2 | 8 | 14 | 34 | 32 | 12 | ±5 | 3.3 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 5 | 17 | 30 | 36 | 13 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 5 | 13 | 30 | 37 | 15 | ±1 | 3.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**c. It would be too costly for me to leave my organization in the near future**

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 5 | 15 | 30 | 36 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 5 | 14 | 28 | 36 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 6 | 12 | 28 | 36 | 18 | ±3 | 3.5 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 5 | 15 | 29 | 37 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 5 | 15 | 30 | 37 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 5 | 15 | 30 | 36 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 7 | 15 | 27 | 36 | 15 | ±3 | 3.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 6 | 15 | 30 | 35 | 15 | ±3 | 3.4 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 5 | 16 | 30 | 36 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 5 | 14 | 28 | 39 | 14 | ±3 | 3.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 5 | 15 | 30 | 37 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 5 | 15 | 29 | 37 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 7 | 15 | 37 | 30 | 11 | ±6 | 3.2 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 5 | 15 | 29 | 36 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 5 | 15 | 31 | 36 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 5 | 14 | 29 | 37 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 6 | 17 | 31 | 33 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 6 | 15 | 29 | 35 | 14 | ±3 | 3.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 5 | 15 | 29 | 37 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 4 | 14 | 29 | 38 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 6 | 17 | 33 | 33 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 7 | 17 | 32 | 32 | 12 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 7 | 16 | 30 | 34 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 5 | 15 | 29 | 37 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 4 | 14 | 29 | 38 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 5 | 16 | 31 | 36 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 5 | 15 | 30 | 38 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 6 | 16 | 30 | 34 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 5 | 15 | 28 | 38 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 6 | 16 | 33 | 33 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 8 | 19 | 33 | 30 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 5 | 14 | 32 | 34 | 15 | ±3 | 3.4 | ±0.1 | <div></div> |
| Non-Hispanic API | 95 | ±2 | 3 | 11 | 35 | 38 | 13 | ±3 | 3.5 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 3 | 11 | 31 | 40 | 15 | ±2 | 3.5 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 5 | 13 | 30 | 37 | 15 | ±1 | 3.4 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 6 | 18 | 30 | 36 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 7 | 21 | 28 | 33 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**d. I am afraid of what might happen if I quit my organization without having another job lined up**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 4 | 10 | 21 | 38 | 26 | ±1 | 3.7 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 4 | 10 | 21 | 38 | 26 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 4 | 10 | 21 | 40 | 25 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 4 | 11 | 21 | 39 | 25 | ±2 | 3.7 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 5 | 10 | 21 | 36 | 28 | ±2 | 3.7 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 4 | 11 | 21 | 38 | 26 | ±1 | 3.7 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 7 | 9 | 24 | 32 | 27 | ±4 | 3.6 | ±0.2 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 4 | 8 | 19 | 39 | 29 | ±2 | 3.8 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 4 | 11 | 21 | 38 | 26 | ±2 | 3.7 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 4 | 13 | 21 | 39 | 24 | ±2 | 3.6 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 18 | 26 | 23 | 26 | 8 | ±9 | 2.8 | ±0.3 | <div></div> | |
| Blue Collar Total | 98 | ±1 | 4 | 9 | 21 | 40 | 26 | ±2 | 3.8 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±2 | 4 | 7 | 21 | 40 | 27 | ±6 | 3.8 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 4 | 6 | 18 | 43 | 30 | ±4 | 3.9 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 4 | 9 | 22 | 41 | 24 | ±3 | 3.7 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 4 | 12 | 23 | 36 | 25 | ±4 | 3.6 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 5 | 13 | 21 | 40 | 22 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 4 | 11 | 20 | 37 | 27 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 4 | 9 | 22 | 38 | 26 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 5 | 8 | 20 | 36 | 30 | ±3 | 3.8 | ±0.1 | <div></div> | |
| Other White Collar | 98 | ±2 | 4 | 9 | 18 | 38 | 31 | ±4 | 3.8 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 4 | 9 | 21 | 40 | 26 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 5 | 11 | 21 | 40 | 23 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 4 | 12 | 23 | 41 | 19 | ±2 | 3.6 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 5 | 13 | 21 | 36 | 25 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 6 | 14 | 22 | 34 | 25 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 4 | 12 | 20 | 40 | 24 | ±5 | 3.7 | ±0.2 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 5 | 13 | 22 | 37 | 23 | ±4 | 3.6 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 4 | 10 | 21 | 39 | 26 | ±1 | 3.7 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 4 | 10 | 21 | 39 | 26 | ±1 | 3.7 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±4 | 9 | 10 | 27 | 31 | 22 | ±7 | 3.5 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 4 | 10 | 21 | 39 | 26 | ±1 | 3.7 | ±0.1 | <div></div> | |
| OCONUS | 97 | ±2 | 6 | 13 | 21 | 34 | 26 | ±3 | 3.6 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 4 | 10 | 21 | 39 | 26 | ±1 | 3.7 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±2 | 8 | 10 | 24 | 33 | 23 | ±5 | 3.5 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 5 | 12 | 21 | 38 | 25 | ±1 | 3.7 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 4 | 9 | 21 | 39 | 27 | ±1 | 3.8 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
d. I am afraid of what might happen if I quit my organization without having another job lined up

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 4 | 10 | 21 | 39 | 25 | ±1 | 3.7 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 5 | 10 | 20 | 36 | 30 | ±2 | 3.8 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±2 | 5 | 10 | 19 | 35 | 30 | ±3 | 3.7 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 4 | 10 | 21 | 36 | 30 | ±2 | 3.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 4 | 9 | 21 | 39 | 27 | ±1 | 3.8 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 5 | 12 | 22 | 37 | 24 | ±1 | 3.6 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 6 | 12 | 19 | 38 | 25 | ±3 | 3.6 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 5 | 12 | 23 | 34 | 26 | ±3 | 3.6 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 5 | 12 | 22 | 37 | 24 | ±2 | 3.6 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 5 | 11 | 19 | 40 | 25 | ±3 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 4 | 11 | 23 | 37 | 24 | ±2 | 3.7 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 4 | 10 | 20 | 39 | 27 | ±1 | 3.8 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 8 | 12 | 26 | 33 | 20 | ±6 | 3.4 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 4 | 9 | 20 | 39 | 28 | ±1 | 3.8 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 5 | 13 | 24 | 37 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 4 | 9 | 21 | 38 | 28 | ±2 | 3.8 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 5 | 12 | 21 | 37 | 25 | ±2 | 3.6 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 5 | 10 | 19 | 38 | 27 | ±3 | 3.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 4 | 8 | 19 | 41 | 28 | ±2 | 3.8 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 4 | 9 | 21 | 39 | 27 | ±2 | 3.8 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 6 | 18 | 27 | 33 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 6 | 11 | 20 | 39 | 25 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 4 | 9 | 19 | 39 | 29 | ±2 | 3.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 4 | 8 | 20 | 39 | 29 | ±2 | 3.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 5 | 11 | 23 | 38 | 23 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 7 | 20 | 26 | 33 | 14 | ±3 | 3.3 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 4 | 11 | 22 | 39 | 24 | ±1 | 3.7 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 4 | 9 | 20 | 37 | 29 | ±2 | 3.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 4 | 10 | 20 | 39 | 27 | ±1 | 3.8 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 6 | 11 | 23 | 37 | 23 | ±2 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 6 | 12 | 23 | 37 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 6 | 11 | 22 | 36 | 24 | ±3 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 3 | 9 | 24 | 43 | 22 | ±3 | 3.7 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 3 | 8 | 21 | 41 | 26 | ±2 | 3.8 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 4 | 9 | 21 | 37 | 28 | ±1 | 3.7 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 4 | 11 | 20 | 39 | 25 | ±2 | 3.7 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 5 | 14 | 20 | 39 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**e. Too much of my life would be interrupted if I decided to leave my organization now**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| Percent Responding | | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|----|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 5 | 14 | 24 | 37 | 19 | ±1 | 3.5 | ±0.1 | <div></div> |
| Army | 97 | ±1 | 6 | 14 | 24 | 37 | 19 | ±2 | 3.5 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 5 | 14 | 24 | 38 | 20 | ±2 | 3.5 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 5 | 15 | 26 | 35 | 18 | ±2 | 3.5 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 5 | 14 | 22 | 36 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 5 | 15 | 24 | 36 | 19 | ±1 | 3.5 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±2 | 8 | 15 | 26 | 33 | 18 | ±4 | 3.4 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 5 | 12 | 24 | 37 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 5 | 15 | 24 | 36 | 20 | ±2 | 3.5 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 5 | 20 | 24 | 36 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| SES | 98 | ±1 | 15 | 25 | 25 | 30 | 6 | ±9 | 2.9 | ±0.3 | <div></div> |
| Blue Collar Total | 97 | ±1 | 4 | 11 | 24 | 39 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| WG 1 to 5 | 95 | ±3 | 5 | 10 | 24 | 40 | 22 | ±6 | 3.6 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 4 | 9 | 21 | 40 | 25 | ±4 | 3.7 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 4 | 11 | 25 | 40 | 20 | ±3 | 3.6 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 4 | 14 | 24 | 36 | 21 | ±4 | 3.6 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 6 | 18 | 23 | 37 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 5 | 16 | 25 | 34 | 20 | ±2 | 3.5 | ±0.1 | <div></div> |
| Technical | 97 | ±1 | 5 | 13 | 26 | 37 | 20 | ±2 | 3.5 | ±0.1 | <div></div> |
| Clerical | 96 | ±2 | 6 | 13 | 25 | 35 | 21 | ±3 | 3.5 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 5 | 11 | 20 | 38 | 26 | ±4 | 3.7 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 4 | 11 | 24 | 40 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 5 | 16 | 25 | 38 | 16 | ±3 | 3.4 | ±0.1 | <div></div> |
| Engineers | 98 | ±1 | 5 | 17 | 26 | 38 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 6 | 18 | 24 | 33 | 19 | ±2 | 3.4 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 6 | 18 | 23 | 33 | 19 | ±3 | 3.4 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 4 | 13 | 23 | 41 | 19 | ±5 | 3.6 | ±0.1 | <div></div> |
| Wage Supervisor | 98 | ±2 | 5 | 12 | 26 | 37 | 20 | ±4 | 3.5 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 5 | 14 | 24 | 37 | 20 | ±1 | 3.5 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 5 | 14 | 24 | 37 | 20 | ±1 | 3.5 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±4 | 11 | 15 | 30 | 30 | 14 | ±6 | 3.2 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 5 | 14 | 24 | 37 | 19 | ±1 | 3.5 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 7 | 15 | 21 | 36 | 21 | ±3 | 3.5 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 5 | 14 | 24 | 37 | 20 | ±1 | 3.5 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±2 | 9 | 15 | 26 | 32 | 18 | ±4 | 3.4 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 5 | 16 | 25 | 36 | 18 | ±1 | 3.4 | ±0.1 | <div></div> |
| In Bargaining Unit | 97 | ±1 | 5 | 12 | 24 | 38 | 22 | ±1 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
e. Too much of my life would be interrupted if I decided to leave my organization now

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 5 | 15 | 24 | 37 | 19 | ±1 | 3.5 | ±0.1 | |
| Disability | 98 | ±1 | 6 | 13 | 24 | 34 | 24 | ±2 | 3.6 | ±0.1 | |
| Targeted Disability | 97 | ±2 | 7 | 12 | 23 | 34 | 24 | ±3 | 3.6 | ±0.1 | |
| Other Disability | 98 | ±1 | 5 | 13 | 24 | 34 | 24 | ±2 | 3.6 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 5 | 14 | 24 | 37 | 20 | ±1 | 3.5 | ±0.1 | |
| Veteran | 98 | ±1 | 6 | 15 | 24 | 36 | 19 | ±1 | 3.5 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 8 | 16 | 21 | 35 | 21 | ±3 | 3.5 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 6 | 14 | 25 | 34 | 21 | ±3 | 3.5 | ±0.1 | |
| 5 Point | 98 | ±1 | 5 | 15 | 25 | 36 | 19 | ±2 | 3.5 | ±0.1 | |
| No Preference | 98 | ±1 | 5 | 14 | 23 | 39 | 19 | ±3 | 3.5 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 5 | 15 | 25 | 36 | 19 | ±2 | 3.5 | ±0.1 | |
| FERS | 97 | ±1 | 5 | 14 | 23 | 37 | 20 | ±1 | 3.5 | ±0.1 | |
| Other Plan | 93 | ±3 | 8 | 18 | 29 | 31 | 13 | ±6 | 3.2 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 5 | 13 | 24 | 38 | 20 | ±1 | 3.5 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 6 | 17 | 25 | 34 | 18 | ±2 | 3.4 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 5 | 13 | 24 | 38 | 21 | ±2 | 3.6 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 6 | 16 | 25 | 34 | 18 | ±2 | 3.4 | ±0.1 | |
| 5 to 10 Years | 97 | ±1 | 6 | 14 | 23 | 36 | 21 | ±3 | 3.5 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 5 | 13 | 23 | 39 | 21 | ±2 | 3.6 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 5 | 13 | 24 | 38 | 21 | ±2 | 3.6 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 6 | 20 | 28 | 32 | 14 | ±2 | 3.3 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 7 | 17 | 25 | 35 | 16 | ±3 | 3.4 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 6 | 14 | 24 | 36 | 20 | ±2 | 3.5 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 5 | 13 | 23 | 38 | 22 | ±2 | 3.6 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 5 | 15 | 25 | 37 | 19 | ±2 | 3.5 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 6 | 21 | 26 | 32 | 14 | ±3 | 3.3 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 5 | 14 | 24 | 38 | 19 | ±1 | 3.5 | ±0.1 | |
| Female | 97 | ±1 | 6 | 14 | 24 | 34 | 21 | ±2 | 3.5 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 5 | 14 | 23 | 38 | 20 | ±1 | 3.5 | ±0.1 | |
| Total Minority | 96 | ±1 | 6 | 15 | 26 | 34 | 18 | ±2 | 3.4 | ±0.1 | |
| Non-Hispanic Black | 96 | ±1 | 7 | 18 | 27 | 32 | 16 | ±2 | 3.3 | ±0.1 | |
| Hispanic | 98 | ±1 | 7 | 12 | 26 | 34 | 20 | ±3 | 3.5 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 3 | 12 | 26 | 41 | 18 | ±3 | 3.6 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 4 | 11 | 24 | 40 | 22 | ±2 | 3.6 | ±0.1 | |
| Some College | 98 | ±1 | 5 | 13 | 24 | 36 | 21 | ±1 | 3.6 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 6 | 17 | 24 | 36 | 17 | ±2 | 3.4 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 7 | 19 | 23 | 36 | 15 | ±2 | 3.3 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**f. I feel a strong sense of belonging to my organization**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 7 | 14 | 28 | 39 | 11 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 7 | 14 | 27 | 40 | 12 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 7 | 14 | 29 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Air Force | 99 | ±1 | 6 | 15 | 28 | 39 | 12 | ±2 | 3.3 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 98 | ±1 | 8 | 15 | 27 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 7 | 15 | 27 | 40 | 12 | ±1 | 3.3 | ±0.1 | <div></div> | |
| GS 1 to 4 | 97 | ±2 | 11 | 14 | 25 | 40 | 10 | ±5 | 3.3 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 8 | 14 | 29 | 37 | 12 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS 9 to 12 | 99 | ±1 | 6 | 16 | 28 | 38 | 11 | ±2 | 3.3 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 5 | 14 | 25 | 43 | 13 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 2 | 7 | 12 | 52 | 26 | ±8 | 3.9 | ±0.1 | <div></div> | |
| Blue Collar Total | 98 | ±1 | 7 | 14 | 29 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> | |
| WG 1 to 5 | 97 | ±2 | 10 | 12 | 29 | 40 | 9 | ±6 | 3.3 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 8 | 13 | 28 | 39 | 12 | ±4 | 3.3 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 8 | 16 | 31 | 36 | 8 | ±3 | 3.2 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 4 | 12 | 27 | 43 | 15 | ±4 | 3.5 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 6 | 16 | 27 | 41 | 10 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Administrative | 99 | ±1 | 7 | 15 | 26 | 40 | 13 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 7 | 14 | 29 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 8 | 14 | 27 | 38 | 13 | ±3 | 3.3 | ±0.1 | <div></div> | |
| Other White Collar | 98 | ±2 | 10 | 14 | 27 | 36 | 12 | ±4 | 3.3 | ±0.1 | <div></div> | |
| Blue Collar | 98 | ±1 | 7 | 14 | 29 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Scientists | 98 | ±2 | 6 | 14 | 29 | 40 | 11 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 5 | 14 | 30 | 42 | 9 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 5 | 12 | 26 | 43 | 14 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Manager | 99 | ±1 | 5 | 10 | 20 | 45 | 19 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 6 | 14 | 26 | 44 | 10 | ±5 | 3.4 | ±0.2 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 4 | 11 | 25 | 45 | 15 | ±4 | 3.6 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 7 | 15 | 29 | 38 | 10 | ±1 | 3.3 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 7 | 14 | 28 | 39 | 12 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±3 | 9 | 14 | 28 | 42 | 7 | ±7 | 3.2 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 7 | 15 | 28 | 39 | 11 | ±1 | 3.3 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 8 | 13 | 25 | 41 | 13 | ±3 | 3.4 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 7 | 15 | 28 | 39 | 11 | ±1 | 3.3 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±2 | 8 | 10 | 27 | 43 | 13 | ±5 | 3.4 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 6 | 14 | 26 | 41 | 12 | ±1 | 3.4 | ±0.1 | <div></div> | |
| In Bargaining Unit | 98 | ±1 | 8 | 15 | 29 | 38 | 11 | ±1 | 3.3 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
f. I feel a strong sense of belonging to my organization

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 6 | 14 | 28 | 40 | 11 | ±1 | 3.4 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 9 | 16 | 27 | 37 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 11 | 15 | 27 | 37 | 12 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 8 | 16 | 27 | 36 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 7 | 15 | 27 | 40 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 7 | 14 | 28 | 38 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 9 | 14 | 25 | 38 | 13 | ±3 | 3.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 8 | 12 | 27 | 40 | 13 | ±3 | 3.4 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 7 | 15 | 29 | 37 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 5 | 12 | 25 | 43 | 14 | ±3 | 3.5 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 7 | 16 | 27 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 7 | 14 | 28 | 40 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 9 | 14 | 28 | 40 | 9 | ±6 | 3.3 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 7 | 14 | 28 | 40 | 11 | ±1 | 3.3 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 6 | 14 | 28 | 40 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 8 | 17 | 27 | 37 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 6 | 13 | 27 | 42 | 11 | ±2 | 3.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 7 | 13 | 29 | 39 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 7 | 14 | 28 | 40 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 7 | 16 | 28 | 38 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 6 | 14 | 27 | 39 | 13 | ±2 | 3.4 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 7 | 15 | 30 | 39 | 10 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 7 | 14 | 28 | 40 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 7 | 15 | 28 | 39 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 7 | 15 | 27 | 39 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 4 | 12 | 26 | 43 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 7 | 14 | 28 | 40 | 11 | ±1 | 3.4 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 8 | 15 | 27 | 38 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 7 | 15 | 27 | 40 | 12 | ±1 | 3.4 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 8 | 13 | 29 | 40 | 11 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 8 | 15 | 29 | 38 | 9 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 8 | 12 | 28 | 39 | 12 | ±3 | 3.4 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 4 | 9 | 29 | 46 | 11 | ±3 | 3.5 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 98 | ±1 | 6 | 13 | 28 | 41 | 12 | ±2 | 3.4 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 7 | 14 | 28 | 39 | 12 | ±1 | 3.3 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 7 | 16 | 28 | 39 | 10 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 7 | 15 | 25 | 40 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**g. I feel "emotionally attached" to my organization**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 9 | 19 | 34 | 30 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 8 | 19 | 33 | 31 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 9 | 20 | 35 | 29 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 8 | 20 | 33 | 30 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 11 | 20 | 34 | 28 | 8 | ±2 | 3.0 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 9 | 20 | 33 | 30 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±2 | 12 | 19 | 32 | 30 | 8 | ±5 | 3.0 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 10 | 20 | 33 | 29 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 8 | 21 | 34 | 29 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 7 | 20 | 32 | 32 | 10 | ±2 | 3.2 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 3 | 17 | 19 | 38 | 23 | ±9 | 3.6 | ±0.2 | <div></div> |
| Blue Collar Total | 97 | ±1 | 10 | 18 | 34 | 29 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| WG 1 to 5 | 95 | ±3 | 13 | 17 | 35 | 27 | 7 | ±6 | 3.0 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 10 | 18 | 35 | 28 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 11 | 21 | 34 | 28 | 6 | ±3 | 3.0 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 5 | 15 | 33 | 34 | 13 | ±4 | 3.3 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 8 | 20 | 33 | 30 | 7 | ±2 | 3.1 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 8 | 19 | 33 | 29 | 10 | ±2 | 3.1 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 8 | 20 | 33 | 30 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Clerical | 96 | ±2 | 10 | 21 | 32 | 28 | 10 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other White Collar | 98 | ±2 | 12 | 18 | 32 | 28 | 10 | ±4 | 3.1 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 10 | 18 | 35 | 30 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 8 | 21 | 32 | 31 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 7 | 20 | 37 | 30 | 6 | ±2 | 3.1 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 6 | 18 | 32 | 33 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 6 | 14 | 28 | 35 | 16 | ±3 | 3.4 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±2 | 8 | 18 | 30 | 35 | 9 | ±5 | 3.2 | ±0.2 | <div></div> |
| Wage Supervisor | 98 | ±2 | 6 | 14 | 32 | 37 | 12 | ±4 | 3.3 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 10 | 20 | 34 | 28 | 7 | ±1 | 3.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 9 | 20 | 33 | 30 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| Other Than Full-Time | 93 | ±4 | 12 | 17 | 36 | 28 | 7 | ±7 | 3.0 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 9 | 20 | 34 | 30 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 9 | 18 | 33 | 30 | 10 | ±3 | 3.1 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 9 | 20 | 33 | 30 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±3 | 11 | 14 | 37 | 28 | 10 | ±5 | 3.1 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 8 | 19 | 33 | 30 | 9 | ±1 | 3.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 97 | ±1 | 9 | 20 | 34 | 29 | 8 | ±1 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
g. I feel "emotionally attached" to my organization

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 8 | 19 | 34 | 30 | 9 | ±1 | 3.1 | ±0.1 | |
| Disability | 98 | ±1 | 11 | 20 | 33 | 29 | 9 | ±2 | 3.0 | ±0.1 | |
| Targeted Disability | 97 | ±1 | 12 | 19 | 33 | 27 | 9 | ±3 | 3.0 | ±0.1 | |
| Other Disability | 98 | ±1 | 10 | 20 | 32 | 29 | 8 | ±2 | 3.1 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 8 | 19 | 33 | 30 | 8 | ±1 | 3.1 | ±0.1 | |
| Veteran | 98 | ±1 | 9 | 19 | 34 | 29 | 9 | ±1 | 3.1 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 11 | 19 | 31 | 30 | 9 | ±3 | 3.1 | ±0.1 | |
| 10 Point Non-30% | 98 | ±1 | 9 | 17 | 34 | 31 | 9 | ±3 | 3.1 | ±0.1 | |
| 5 Point | 98 | ±1 | 9 | 21 | 35 | 27 | 8 | ±2 | 3.1 | ±0.1 | |
| No Preference | 98 | ±1 | 8 | 16 | 31 | 34 | 11 | ±3 | 3.2 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 9 | 20 | 33 | 29 | 8 | ±2 | 3.1 | ±0.1 | |
| FERS | 98 | ±1 | 9 | 19 | 34 | 30 | 9 | ±1 | 3.1 | ±0.1 | |
| Other Plan | 94 | ±3 | 11 | 17 | 36 | 29 | 7 | ±6 | 3.0 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 9 | 19 | 33 | 30 | 8 | ±1 | 3.1 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 8 | 19 | 34 | 30 | 9 | ±2 | 3.1 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 9 | 22 | 33 | 28 | 8 | ±2 | 3.0 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 9 | 19 | 35 | 29 | 8 | ±2 | 3.1 | ±0.1 | |
| 5 to 10 Years | 97 | ±1 | 9 | 18 | 35 | 29 | 9 | ±3 | 3.1 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 8 | 20 | 33 | 30 | 8 | ±2 | 3.1 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 9 | 20 | 33 | 29 | 8 | ±2 | 3.1 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 9 | 18 | 33 | 31 | 9 | ±2 | 3.1 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 10 | 21 | 35 | 28 | 6 | ±3 | 3.0 | ±0.1 | |
| 31 to 40 Years Old | 97 | ±1 | 9 | 20 | 33 | 30 | 8 | ±2 | 3.1 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 9 | 20 | 34 | 29 | 9 | ±2 | 3.1 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 9 | 19 | 34 | 30 | 9 | ±2 | 3.1 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 6 | 17 | 33 | 34 | 11 | ±3 | 3.3 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 9 | 19 | 34 | 30 | 8 | ±1 | 3.1 | ±0.1 | |
| Female | 97 | ±1 | 9 | 20 | 32 | 29 | 9 | ±2 | 3.1 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 8 | 20 | 33 | 30 | 9 | ±1 | 3.1 | ±0.1 | |
| Total Minority | 97 | ±1 | 10 | 19 | 35 | 29 | 7 | ±2 | 3.1 | ±0.1 | |
| Non-Hispanic Black | 96 | ±1 | 11 | 22 | 35 | 26 | 6 | ±2 | 3.0 | ±0.1 | |
| Hispanic | 98 | ±1 | 10 | 17 | 35 | 30 | 9 | ±3 | 3.1 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 6 | 13 | 38 | 36 | 7 | ±3 | 3.3 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 8 | 17 | 35 | 32 | 9 | ±2 | 3.2 | ±0.1 | |
| Some College | 98 | ±1 | 9 | 19 | 34 | 29 | 9 | ±1 | 3.1 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 9 | 21 | 34 | 28 | 8 | ±2 | 3.0 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 9 | 21 | 30 | 31 | 9 | ±2 | 3.1 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**h. One of the problems of leaving my organization would be the lack of available alternatives**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|-------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 6 | 16 | 28 | 36 | 15 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Army | 97 | ±1 | 6 | 16 | 28 | 36 | 14 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 5 | 16 | 27 | 37 | 15 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 5 | 16 | 29 | 35 | 14 | ±2 | 3.4 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 97 | ±1 | 6 | 16 | 27 | 36 | 15 | ±2 | 3.4 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 6 | 17 | 27 | 35 | 14 | ±1 | 3.3 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 7 | 12 | 32 | 34 | 15 | ±5 | 3.4 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 5 | 12 | 27 | 38 | 18 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 6 | 17 | 28 | 36 | 14 | ±2 | 3.4 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 98 | ±1 | 7 | 24 | 26 | 32 | 11 | ±2 | 3.2 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 26 | 34 | 20 | 16 | 4 | ±9 | 2.4 | ±0.3 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 5 | 12 | 29 | 39 | 16 | ±2 | 3.5 | ±0.1 | <div></div> | |
| WG 1 to 5 | 95 | ±3 | 5 | 12 | 26 | 40 | 18 | ±6 | 3.5 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 4 | 9 | 27 | 42 | 18 | ±4 | 3.6 | ±0.1 | <div></div> | |
| WG 10 to 15 | 97 | ±1 | 5 | 12 | 29 | 39 | 16 | ±3 | 3.5 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 4 | 14 | 31 | 37 | 14 | ±4 | 3.4 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 7 | 22 | 27 | 33 | 10 | ±2 | 3.2 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 6 | 17 | 27 | 35 | 15 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Technical | 97 | ±1 | 6 | 12 | 28 | 38 | 16 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Clerical | 96 | ±2 | 5 | 12 | 28 | 38 | 17 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 6 | 15 | 27 | 35 | 16 | ±4 | 3.4 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 5 | 12 | 29 | 39 | 16 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 8 | 22 | 25 | 32 | 13 | ±3 | 3.2 | ±0.1 | <div></div> | |
| Engineers | 98 | ±1 | 6 | 21 | 29 | 35 | 9 | ±2 | 3.2 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 7 | 20 | 27 | 33 | 13 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 8 | 23 | 27 | 30 | 13 | ±3 | 3.2 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±2 | 4 | 16 | 29 | 38 | 13 | ±5 | 3.4 | ±0.2 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 5 | 16 | 30 | 36 | 13 | ±4 | 3.4 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 5 | 15 | 28 | 37 | 15 | ±1 | 3.4 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 6 | 16 | 28 | 36 | 15 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±3 | 8 | 13 | 31 | 36 | 12 | ±7 | 3.3 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 5 | 16 | 28 | 36 | 14 | ±1 | 3.4 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 8 | 16 | 26 | 34 | 16 | ±3 | 3.3 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 6 | 16 | 28 | 36 | 15 | ±1 | 3.4 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±2 | 8 | 15 | 29 | 34 | 14 | ±5 | 3.3 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 6 | 18 | 27 | 35 | 14 | ±1 | 3.3 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 5 | 14 | 28 | 38 | 16 | ±1 | 3.5 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
h. One of the problems of leaving my organization would be the lack of available alternatives

| | Percent Responding | | Percentages | | | | | Max ME | Average Agreement | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|-------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 6 | 16 | 28 | 36 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 6 | 14 | 26 | 36 | 18 | ±2 | 3.5 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±1 | 6 | 14 | 25 | 36 | 19 | ±3 | 3.5 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 5 | 14 | 26 | 36 | 18 | ±2 | 3.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 6 | 16 | 28 | 37 | 15 | ±1 | 3.4 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 6 | 16 | 28 | 35 | 15 | ±1 | 3.4 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 7 | 16 | 26 | 36 | 16 | ±3 | 3.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±1 | 6 | 15 | 27 | 35 | 16 | ±3 | 3.4 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 6 | 17 | 28 | 35 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| No Preference | 97 | ±1 | 6 | 16 | 29 | 35 | 14 | ±3 | 3.3 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 5 | 16 | 28 | 36 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| FERS | 97 | ±1 | 6 | 16 | 27 | 36 | 15 | ±1 | 3.4 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 8 | 15 | 31 | 33 | 13 | ±6 | 3.3 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 6 | 16 | 27 | 36 | 15 | ±1 | 3.4 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 6 | 17 | 29 | 35 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 5 | 14 | 27 | 38 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 7 | 18 | 30 | 32 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 97 | ±1 | 7 | 18 | 27 | 34 | 15 | ±3 | 3.3 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 5 | 14 | 27 | 38 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 5 | 15 | 26 | 38 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 7 | 19 | 30 | 33 | 11 | ±2 | 3.2 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 7 | 19 | 33 | 30 | 11 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 6 | 17 | 28 | 35 | 14 | ±2 | 3.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 5 | 15 | 26 | 37 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 5 | 15 | 27 | 37 | 14 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 7 | 19 | 29 | 34 | 11 | ±3 | 3.2 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 6 | 16 | 28 | 37 | 13 | ±1 | 3.4 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 6 | 15 | 27 | 35 | 17 | ±2 | 3.4 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 6 | 16 | 26 | 37 | 15 | ±1 | 3.4 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 6 | 15 | 31 | 34 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 7 | 17 | 31 | 33 | 12 | ±2 | 3.3 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 7 | 14 | 32 | 34 | 13 | ±3 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic API | 95 | ±2 | 3 | 12 | 32 | 40 | 13 | ±3 | 3.5 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 4 | 10 | 31 | 39 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 5 | 14 | 28 | 37 | 16 | ±1 | 3.5 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 7 | 19 | 28 | 34 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 9 | 23 | 24 | 33 | 11 | ±2 | 3.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**a. Leave your organization to take another job within the DoD**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 16 | 23 | 23 | 25 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 16 | 23 | 22 | 24 | 15 | ±2 | 3.0 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 16 | 24 | 25 | 23 | 13 | ±2 | 2.9 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 14 | 21 | 22 | 26 | 17 | ±2 | 3.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 17 | 23 | 23 | 25 | 12 | ±2 | 2.9 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 16 | 22 | 23 | 25 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±2 | 12 | 15 | 26 | 29 | 19 | ±4 | 3.3 | ±0.2 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 14 | 19 | 22 | 27 | 18 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 16 | 23 | 23 | 25 | 13 | ±1 | 3.0 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 17 | 24 | 22 | 24 | 13 | ±2 | 2.9 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 24 | 22 | 16 | 26 | 12 | ±9 | 2.8 | ±0.3 | <div></div> |
| Blue Collar Total | 97 | ±1 | 16 | 24 | 24 | 23 | 13 | ±2 | 2.9 | ±0.1 | <div></div> |
| WG 1 to 5 | 95 | ±3 | 12 | 19 | 23 | 30 | 18 | ±6 | 3.2 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 16 | 22 | 22 | 24 | 16 | ±3 | 3.0 | ±0.1 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 15 | 24 | 26 | 23 | 12 | ±3 | 2.9 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 21 | 27 | 22 | 21 | 9 | ±3 | 2.7 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 14 | 25 | 25 | 24 | 12 | ±2 | 2.9 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 17 | 22 | 21 | 25 | 15 | ±2 | 3.0 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 15 | 22 | 23 | 26 | 14 | ±2 | 3.0 | ±0.1 | <div></div> |
| Clerical | 97 | ±2 | 14 | 17 | 21 | 27 | 21 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 19 | 21 | 26 | 22 | 12 | ±4 | 2.9 | ±0.2 | <div></div> |
| Blue Collar | 97 | ±1 | 16 | 24 | 23 | 23 | 13 | ±2 | 2.9 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 18 | 27 | 29 | 19 | 6 | ±3 | 2.7 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 13 | 26 | 27 | 24 | 10 | ±2 | 2.9 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 19 | 23 | 21 | 23 | 15 | ±2 | 2.9 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 20 | 24 | 18 | 23 | 15 | ±3 | 2.9 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±2 | 18 | 28 | 21 | 21 | 11 | ±5 | 2.8 | ±0.2 | <div></div> |
| Wage Supervisor | 98 | ±2 | 19 | 25 | 25 | 22 | 9 | ±4 | 2.8 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 15 | 22 | 24 | 25 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 16 | 23 | 23 | 24 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±3 | 10 | 18 | 31 | 27 | 15 | ±6 | 3.2 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 16 | 23 | 23 | 24 | 13 | ±1 | 3.0 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 13 | 17 | 22 | 26 | 23 | ±3 | 3.3 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 16 | 23 | 23 | 24 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±3 | 8 | 14 | 30 | 31 | 18 | ±5 | 3.4 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 16 | 23 | 23 | 25 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 16 | 23 | 23 | 24 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**a. Leave your organization to take another job within the DoD**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 16 | 23 | 23 | 25 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 17 | 22 | 22 | 24 | 16 | ±2 | 3.0 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±2 | 16 | 22 | 23 | 24 | 15 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 17 | 22 | 21 | 24 | 16 | ±2 | 3.0 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 16 | 23 | 23 | 25 | 13 | ±1 | 3.0 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 16 | 23 | 22 | 24 | 15 | ±1 | 3.0 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 15 | 19 | 21 | 25 | 20 | ±3 | 3.2 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±2 | 16 | 21 | 23 | 23 | 17 | ±3 | 3.0 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 17 | 24 | 22 | 23 | 14 | ±2 | 2.9 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 12 | 23 | 24 | 28 | 13 | ±3 | 3.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 99 | ±1 | 24 | 28 | 20 | 18 | 9 | ±1 | 2.6 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 11 | 20 | 24 | 28 | 17 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 11 | 17 | 30 | 26 | 16 | ±6 | 3.2 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 11 | 20 | 24 | 28 | 16 | ±1 | 3.2 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 22 | 25 | 22 | 20 | 11 | ±1 | 2.7 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 20 | 26 | 21 | 20 | 13 | ±2 | 2.8 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 7 | 15 | 28 | 32 | 18 | ±2 | 3.4 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 8 | 16 | 24 | 31 | 21 | ±3 | 3.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 12 | 21 | 23 | 27 | 16 | ±2 | 3.1 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 19 | 27 | 21 | 22 | 11 | ±1 | 2.8 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 33 | 32 | 18 | 11 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 6 | 16 | 29 | 32 | 18 | ±3 | 3.4 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 7 | 14 | 24 | 33 | 21 | ±2 | 3.5 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 11 | 20 | 24 | 29 | 16 | ±1 | 3.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 25 | 29 | 21 | 17 | 9 | ±2 | 2.6 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 36 | 34 | 18 | 8 | 5 | ±3 | 2.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 16 | 24 | 24 | 23 | 12 | ±1 | 2.9 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 16 | 20 | 21 | 26 | 17 | ±2 | 3.1 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 18 | 25 | 23 | 23 | 12 | ±1 | 2.9 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 12 | 18 | 22 | 28 | 20 | ±2 | 3.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 10 | 17 | 19 | 29 | 24 | ±2 | 3.4 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 14 | 17 | 23 | 28 | 18 | ±3 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 95 | ±2 | 9 | 20 | 30 | 28 | 14 | ±3 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 21 | 27 | 23 | 20 | 10 | ±2 | 2.7 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 16 | 22 | 23 | 25 | 15 | ±1 | 3.0 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 13 | 21 | 24 | 27 | 15 | ±2 | 3.1 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 14 | 23 | 22 | 25 | 15 | ±2 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**b. Leave to take another job in the Federal government outside of DoD**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | |
|-----------------------------|----|----|--------------------|----|-------------|----|----|----|-----|--------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 19 | 29 | 25 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 19 | 28 | 25 | 20 | 8 | ±2 | 2.7 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 20 | 30 | 25 | 18 | 7 | ±2 | 2.6 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 20 | 29 | 25 | 19 | 8 | ±2 | 2.7 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 97 | ±1 | 19 | 27 | 26 | 21 | 8 | ±2 | 2.7 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 19 | 28 | 25 | 20 | 8 | ±1 | 2.7 | ±0.1 | <div></div> | |
| GS 1 to 4 | 95 | ±2 | 15 | 20 | 30 | 25 | 11 | ±5 | 3.0 | ±0.2 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 18 | 25 | 24 | 22 | 10 | ±2 | 2.8 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 20 | 28 | 25 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 21 | 32 | 23 | 18 | 6 | ±2 | 2.6 | ±0.1 | <div></div> | |
| SES | 99 | ±1 | 29 | 30 | 22 | 13 | NR | ±8 | 2.4 | ±0.3 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 19 | 30 | 26 | 18 | 7 | ±2 | 2.6 | ±0.1 | <div></div> | |
| WG 1 to 5 | 96 | ±3 | 13 | 24 | 26 | 26 | 10 | ±6 | 3.0 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 19 | 30 | 23 | 20 | 9 | ±3 | 2.7 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 19 | 29 | 28 | 16 | 7 | ±3 | 2.6 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 24 | 32 | 25 | 14 | 5 | ±3 | 2.5 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 17 | 31 | 27 | 19 | 6 | ±2 | 2.7 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 22 | 28 | 23 | 19 | 8 | ±2 | 2.6 | ±0.1 | <div></div> | |
| Technical | 97 | ±1 | 18 | 27 | 25 | 21 | 9 | ±2 | 2.7 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 19 | 23 | 25 | 22 | 12 | ±3 | 2.8 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 21 | 26 | 27 | 19 | 8 | ±4 | 2.7 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 19 | 30 | 26 | 18 | 7 | ±2 | 2.6 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 16 | 29 | 30 | 19 | 6 | ±3 | 2.7 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 17 | 34 | 29 | 17 | 4 | ±2 | 2.6 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 21 | 29 | 23 | 19 | 8 | ±2 | 2.6 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 23 | 32 | 19 | 18 | 8 | ±3 | 2.6 | ±0.1 | <div></div> | |
| Wage Leader | 98 | ±2 | 22 | 33 | 22 | 18 | 6 | ±5 | 2.5 | ±0.2 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 21 | 31 | 27 | 15 | 6 | ±4 | 2.6 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 19 | 28 | 26 | 20 | 8 | ±1 | 2.7 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 20 | 29 | 25 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±4 | 11 | 21 | 33 | 26 | 9 | ±7 | 3.0 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 20 | 29 | 25 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 16 | 24 | 26 | 23 | 11 | ±3 | 2.9 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 20 | 29 | 25 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±3 | 10 | 20 | 34 | 26 | 11 | ±5 | 3.1 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 19 | 29 | 25 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 19 | 28 | 26 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**b. Leave to take another job in the Federal government outside of DoD**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 19 | 29 | 25 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 20 | 27 | 24 | 20 | 9 | ±2 | 2.7 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 18 | 27 | 26 | 19 | 9 | ±3 | 2.7 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 20 | 27 | 23 | 20 | 9 | ±2 | 2.7 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 20 | 29 | 25 | 19 | 7 | ±1 | 2.7 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 19 | 28 | 25 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 18 | 27 | 24 | 21 | 11 | ±3 | 2.8 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±1 | 18 | 26 | 26 | 20 | 9 | ±3 | 2.8 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 20 | 29 | 25 | 18 | 8 | ±2 | 2.6 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 15 | 28 | 27 | 22 | 8 | ±3 | 2.8 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 29 | 33 | 20 | 13 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 14 | 26 | 27 | 23 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 12 | 21 | 32 | 24 | 11 | ±6 | 3.0 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 14 | 27 | 27 | 22 | 9 | ±1 | 2.9 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 25 | 31 | 23 | 16 | 6 | ±2 | 2.5 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 26 | 31 | 21 | 15 | 7 | ±2 | 2.5 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 10 | 22 | 32 | 26 | 10 | ±2 | 3.0 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 9 | 23 | 28 | 28 | 11 | ±3 | 3.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 16 | 27 | 27 | 21 | 9 | ±2 | 2.8 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 24 | 33 | 22 | 15 | 6 | ±2 | 2.5 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 37 | 34 | 18 | 9 | 3 | ±2 | 2.1 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 8 | 20 | 32 | 29 | 10 | ±3 | 3.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 10 | 22 | 29 | 26 | 13 | ±2 | 3.1 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 15 | 28 | 26 | 22 | 9 | ±1 | 2.8 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 28 | 34 | 21 | 13 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 38 | 35 | 17 | 7 | 3 | ±3 | 2.0 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 19 | 30 | 26 | 18 | 7 | ±1 | 2.7 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 21 | 27 | 23 | 20 | 9 | ±2 | 2.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 22 | 31 | 24 | 17 | 6 | ±1 | 2.5 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 14 | 23 | 26 | 24 | 12 | ±2 | 3.0 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 14 | 23 | 22 | 26 | 15 | ±2 | 3.1 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 16 | 22 | 26 | 24 | 11 | ±3 | 2.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 12 | 24 | 34 | 22 | 7 | ±3 | 2.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 25 | 32 | 22 | 15 | 5 | ±2 | 2.4 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 20 | 27 | 25 | 19 | 8 | ±1 | 2.7 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 16 | 27 | 26 | 22 | 8 | ±2 | 2.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 17 | 31 | 25 | 19 | 8 | ±2 | 2.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**c. Leave the Federal government for a private sector job**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | |
|-----------------------------|----|----|--------------------|----|-------------|----|----|----|-----|--------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 30 | 32 | 21 | 13 | 5 | ±1 | 2.3 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 29 | 32 | 21 | 14 | 5 | ±2 | 2.4 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 30 | 32 | 21 | 13 | 4 | ±2 | 2.3 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 30 | 31 | 21 | 13 | 5 | ±2 | 2.3 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 97 | ±1 | 30 | 31 | 20 | 13 | 5 | ±2 | 2.3 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 30 | 32 | 20 | 13 | 5 | ±1 | 2.3 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 23 | 25 | 27 | 16 | 9 | ±4 | 2.6 | ±0.2 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 31 | 31 | 21 | 13 | 5 | ±2 | 2.3 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 31 | 32 | 19 | 13 | 4 | ±1 | 2.3 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 31 | 33 | 19 | 13 | 4 | ±2 | 2.3 | ±0.1 | <div></div> | |
| SES | 98 | ±1 | 23 | 29 | 16 | 18 | 15 | ±9 | 2.7 | ±0.3 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 28 | 32 | 22 | 13 | 5 | ±2 | 2.3 | ±0.1 | <div></div> | |
| WG 1 to 5 | 95 | ±3 | 22 | 26 | 25 | 18 | 8 | ±5 | 2.6 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 28 | 33 | 23 | 12 | 5 | ±3 | 2.3 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 28 | 32 | 22 | 13 | 4 | ±3 | 2.3 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 32 | 32 | 21 | 11 | 3 | ±3 | 2.2 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 25 | 32 | 23 | 15 | 5 | ±2 | 2.4 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 34 | 32 | 18 | 12 | 4 | ±2 | 2.2 | ±0.1 | <div></div> | |
| Technical | 98 | ±1 | 30 | 32 | 20 | 13 | 5 | ±2 | 2.3 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 32 | 29 | 20 | 12 | 7 | ±3 | 2.3 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 23 | 26 | 25 | 19 | 6 | ±4 | 2.6 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 28 | 32 | 22 | 13 | 5 | ±2 | 2.3 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 22 | 31 | 25 | 17 | 4 | ±3 | 2.5 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 23 | 33 | 24 | 15 | 5 | ±2 | 2.5 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 31 | 31 | 20 | 14 | 4 | ±2 | 2.3 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 29 | 32 | 18 | 14 | 6 | ±3 | 2.4 | ±0.1 | <div></div> | |
| Wage Leader | 98 | ±2 | 30 | 32 | 19 | 13 | 6 | ±5 | 2.3 | ±0.2 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 28 | 32 | 23 | 12 | 4 | ±4 | 2.3 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 29 | 32 | 21 | 13 | 5 | ±1 | 2.3 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 30 | 32 | 20 | 13 | 5 | ±1 | 2.3 | ±0.1 | <div></div> | |
| Other Than Full-Time | 94 | ±3 | 15 | 21 | 30 | 23 | 11 | ±6 | 3.0 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 30 | 32 | 20 | 13 | 5 | ±1 | 2.3 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 24 | 30 | 24 | 15 | 7 | ±3 | 2.5 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 30 | 32 | 20 | 13 | 5 | ±1 | 2.3 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±2 | 13 | 22 | 30 | 24 | 11 | ±4 | 3.0 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 29 | 32 | 20 | 14 | 5 | ±1 | 2.3 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 30 | 31 | 21 | 13 | 5 | ±1 | 2.3 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**c. Leave the Federal government for a private sector job**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 29 | 32 | 21 | 14 | 5 | ±1 | 2.3 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 31 | 31 | 22 | 11 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 31 | 30 | 22 | 12 | 5 | ±3 | 2.3 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 31 | 31 | 22 | 11 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 31 | 31 | 20 | 13 | 5 | ±1 | 2.3 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 27 | 32 | 22 | 14 | 5 | ±1 | 2.4 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 28 | 32 | 21 | 14 | 5 | ±3 | 2.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±1 | 26 | 31 | 23 | 15 | 5 | ±3 | 2.4 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 28 | 32 | 21 | 14 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 23 | 32 | 25 | 16 | 4 | ±3 | 2.5 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 39 | 31 | 15 | 11 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 25 | 33 | 23 | 14 | 5 | ±1 | 2.4 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 15 | 22 | 28 | 21 | 14 | ±5 | 3.0 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 26 | 32 | 22 | 14 | 5 | ±1 | 2.4 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 31 | 31 | 20 | 14 | 4 | ±2 | 2.3 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 38 | 30 | 17 | 11 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 16 | 26 | 29 | 20 | 9 | ±2 | 2.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 20 | 29 | 28 | 17 | 6 | ±3 | 2.6 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 28 | 34 | 22 | 12 | 4 | ±2 | 2.3 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 38 | 33 | 15 | 10 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 37 | 29 | 16 | 14 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 15 | 22 | 30 | 23 | 10 | ±3 | 2.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 20 | 30 | 27 | 16 | 6 | ±2 | 2.6 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 31 | 34 | 20 | 12 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 35 | 32 | 17 | 11 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 37 | 32 | 16 | 11 | 3 | ±3 | 2.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 26 | 32 | 22 | 14 | 5 | ±1 | 2.4 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 35 | 31 | 18 | 12 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 31 | 32 | 19 | 13 | 4 | ±1 | 2.3 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 26 | 30 | 24 | 14 | 6 | ±2 | 2.4 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 29 | 31 | 21 | 13 | 6 | ±2 | 2.4 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 26 | 26 | 26 | 15 | 6 | ±3 | 2.5 | ±0.1 | <div></div> |
| Non-Hispanic API | 95 | ±2 | 22 | 30 | 28 | 15 | 4 | ±3 | 2.5 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 34 | 32 | 19 | 10 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 32 | 31 | 20 | 12 | 5 | ±1 | 2.3 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 25 | 31 | 22 | 16 | 5 | ±2 | 2.4 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 25 | 33 | 21 | 15 | 6 | ±2 | 2.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**d. Leave the Federal government for a job in state or local government**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 30 | 34 | 22 | 11 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| Army | 97 | ±1 | 30 | 33 | 22 | 11 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 32 | 34 | 22 | 9 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 30 | 34 | 22 | 11 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 31 | 33 | 22 | 12 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 31 | 34 | 21 | 10 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±2 | 22 | 23 | 32 | 17 | 7 | ±5 | 2.6 | ±0.2 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 27 | 30 | 24 | 14 | 5 | ±2 | 2.4 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 32 | 35 | 21 | 10 | 2 | ±1 | 2.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 38 | 38 | 17 | 6 | 1 | ±2 | 1.9 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 44 | 29 | 14 | 9 | NR | ±10 | 2.0 | ±0.4 | <div></div> |
| Blue Collar Total | 97 | ±1 | 27 | 32 | 25 | 12 | 3 | ±2 | 2.3 | ±0.1 | <div></div> |
| WG 1 to 5 | 96 | ±3 | 21 | 28 | 26 | 18 | 7 | ±5 | 2.6 | ±0.2 | <div></div> |
| WG 6 to 9 | 96 | ±2 | 26 | 31 | 27 | 12 | 4 | ±3 | 2.4 | ±0.1 | <div></div> |
| WG 10 to 15 | 97 | ±1 | 27 | 33 | 25 | 12 | 2 | ±3 | 2.3 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 97 | ±2 | 32 | 32 | 24 | 11 | 2 | ±3 | 2.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 31 | 38 | 21 | 8 | 2 | ±2 | 2.1 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 35 | 35 | 19 | 9 | 2 | ±2 | 2.1 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 28 | 33 | 23 | 12 | 3 | ±2 | 2.3 | ±0.1 | <div></div> |
| Clerical | 97 | ±2 | 28 | 27 | 26 | 13 | 6 | ±3 | 2.4 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 23 | 25 | 28 | 19 | 6 | ±4 | 2.6 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 27 | 32 | 25 | 12 | 3 | ±2 | 2.3 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 32 | 38 | 21 | 9 | 1 | ±3 | 2.1 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 31 | 40 | 21 | 7 | 1 | ±2 | 2.1 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 34 | 33 | 20 | 11 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 34 | 35 | 19 | 9 | 3 | ±3 | 2.1 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 29 | 37 | 19 | 11 | 4 | ±5 | 2.2 | ±0.2 | <div></div> |
| Wage Supervisor | 98 | ±2 | 28 | 32 | 25 | 12 | 3 | ±4 | 2.3 | ±0.1 | <div></div> |
| All Others | 98 | ±1 | 30 | 34 | 23 | 11 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 31 | 34 | 22 | 10 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±3 | 17 | 22 | 34 | 21 | 7 | ±7 | 2.8 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 31 | 34 | 22 | 10 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 24 | 30 | 26 | 15 | 5 | ±3 | 2.5 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 31 | 34 | 22 | 10 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±2 | 15 | 27 | 34 | 19 | 5 | ±5 | 2.7 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 31 | 35 | 21 | 10 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| In Bargaining Unit | 97 | ±1 | 29 | 32 | 24 | 11 | 3 | ±1 | 2.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**d. Leave the Federal government for a job in state or local government**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 31 | 34 | 22 | 10 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 30 | 31 | 24 | 12 | 4 | ±2 | 2.3 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±1 | 30 | 30 | 23 | 13 | 4 | ±3 | 2.3 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 30 | 31 | 24 | 12 | 4 | ±2 | 2.3 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 32 | 34 | 21 | 10 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 28 | 34 | 23 | 12 | 3 | ±1 | 2.3 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 28 | 31 | 23 | 13 | 5 | ±3 | 2.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±2 | 27 | 32 | 24 | 13 | 4 | ±3 | 2.3 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 29 | 34 | 22 | 11 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 23 | 35 | 26 | 13 | 3 | ±3 | 2.4 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 41 | 34 | 16 | 7 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 25 | 34 | 25 | 12 | 3 | ±1 | 2.4 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 18 | 26 | 32 | 17 | 7 | ±6 | 2.7 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 27 | 34 | 24 | 11 | 3 | ±1 | 2.3 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 33 | 33 | 21 | 11 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 37 | 33 | 18 | 9 | 3 | ±2 | 2.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 17 | 31 | 31 | 16 | 5 | ±2 | 2.6 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 21 | 30 | 29 | 16 | 4 | ±3 | 2.5 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 28 | 35 | 23 | 11 | 3 | ±2 | 2.3 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 38 | 35 | 17 | 7 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 42 | 33 | 16 | 7 | 2 | ±2 | 1.9 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 16 | 28 | 33 | 19 | 4 | ±3 | 2.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 22 | 31 | 27 | 15 | 5 | ±2 | 2.5 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 30 | 35 | 22 | 10 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 37 | 35 | 18 | 8 | 2 | ±2 | 2.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 97 | ±1 | 42 | 35 | 15 | 6 | 2 | ±3 | 1.9 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 29 | 35 | 23 | 10 | 3 | ±1 | 2.2 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 33 | 32 | 20 | 11 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 33 | 35 | 20 | 9 | 2 | ±1 | 2.1 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 25 | 30 | 26 | 15 | 5 | ±2 | 2.5 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 26 | 31 | 23 | 15 | 6 | ±2 | 2.4 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 25 | 25 | 29 | 15 | 6 | ±3 | 2.5 | ±0.1 | <div></div> |
| Non-Hispanic API | 96 | ±2 | 20 | 30 | 31 | 16 | 4 | ±3 | 2.5 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 33 | 33 | 21 | 10 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 30 | 32 | 23 | 12 | 3 | ±1 | 2.3 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 29 | 35 | 22 | 11 | 3 | ±2 | 2.2 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 32 | 38 | 19 | 9 | 3 | ±2 | 2.1 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**a. Leave your organization to take another job within the DoD**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|-----|-----|-----------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 97 | ±1 | 19 | 26 | 22 | 21 | 12 | ±1 | 2.8 | ±0.1 | <div></div> | |
| Army | 97 | ±1 | 20 | 26 | 20 | 21 | 13 | ±2 | 2.8 | ±0.1 | <div></div> | |
| Navy | 97 | ±1 | 20 | 28 | 24 | 19 | 9 | ±2 | 2.7 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 18 | 23 | 22 | 23 | 14 | ±2 | 2.9 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 96 | ±1 | 19 | 27 | 23 | 21 | 10 | ±2 | 2.7 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 97 | ±1 | 19 | 26 | 22 | 21 | 12 | ±1 | 2.8 | ±0.1 | <div></div> | |
| GS 1 to 4 | 94 | ±3 | 15 | 17 | 24 | 27 | 17 | ±4 | 3.1 | ±0.2 | <div></div> | |
| GS 5 to 8 | 96 | ±1 | 16 | 23 | 21 | 24 | 16 | ±2 | 3.0 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 20 | 26 | 21 | 21 | 12 | ±1 | 2.8 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 98 | ±1 | 19 | 28 | 21 | 20 | 12 | ±2 | 2.8 | ±0.1 | <div></div> | |
| SES | 98 | ±1 | 25 | 32 | 17 | 21 | 6 | ±10 | 2.5 | ±0.2 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 20 | 29 | 23 | 19 | 9 | ±2 | 2.7 | ±0.1 | <div></div> | |
| WG 1 to 5 | 94 | ±3 | 15 | 25 | 25 | 23 | 13 | ±5 | 2.9 | ±0.2 | <div></div> | |
| WG 6 to 9 | 96 | ±2 | 19 | 27 | 22 | 22 | 10 | ±3 | 2.8 | ±0.1 | <div></div> | |
| WG 10 to 15 | 97 | ±1 | 21 | 28 | 25 | 17 | 9 | ±3 | 2.7 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 97 | ±2 | 24 | 32 | 21 | 16 | 6 | ±3 | 2.5 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 18 | 29 | 24 | 19 | 10 | ±2 | 2.7 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 21 | 25 | 20 | 22 | 13 | ±2 | 2.8 | ±0.1 | <div></div> | |
| Technical | 96 | ±1 | 17 | 25 | 23 | 22 | 12 | ±2 | 2.9 | ±0.1 | <div></div> | |
| Clerical | 95 | ±2 | 16 | 20 | 19 | 27 | 18 | ±3 | 3.1 | ±0.1 | <div></div> | |
| Other White Collar | 97 | ±2 | 23 | 25 | 25 | 18 | 9 | ±4 | 2.6 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 20 | 29 | 23 | 19 | 9 | ±2 | 2.7 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 21 | 33 | 27 | 14 | 5 | ±3 | 2.5 | ±0.1 | <div></div> | |
| Engineers | 98 | ±1 | 18 | 30 | 26 | 18 | 8 | ±2 | 2.7 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 21 | 27 | 20 | 20 | 13 | ±2 | 2.8 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 23 | 27 | 16 | 19 | 14 | ±3 | 2.7 | ±0.1 | <div></div> | |
| Wage Leader | 98 | ±2 | 22 | 31 | 22 | 19 | 7 | ±5 | 2.6 | ±0.2 | <div></div> | |
| Wage Supervisor | 96 | ±2 | 23 | 30 | 23 | 17 | 6 | ±4 | 2.5 | ±0.1 | <div></div> | |
| All Others | 97 | ±1 | 18 | 26 | 23 | 21 | 12 | ±1 | 2.8 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 97 | ±1 | 19 | 26 | 22 | 21 | 12 | ±1 | 2.8 | ±0.1 | <div></div> | |
| Other Than Full-Time | 91 | ±4 | 14 | 23 | 26 | 24 | 13 | ±6 | 3.0 | ±0.2 | <div></div> | |
| CONUS | 97 | ±1 | 20 | 27 | 22 | 21 | 11 | ±1 | 2.8 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 15 | 20 | 21 | 23 | 22 | ±3 | 3.2 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 97 | ±1 | 20 | 27 | 22 | 20 | 12 | ±1 | 2.8 | ±0.1 | <div></div> | |
| Non-Permanent | 95 | ±3 | 10 | 19 | 27 | 29 | 15 | ±5 | 3.2 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 19 | 26 | 21 | 21 | 12 | ±1 | 2.8 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 19 | 26 | 23 | 20 | 11 | ±1 | 2.8 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**a. Leave your organization to take another job within the DoD**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 97 | ±1 | 19 | 27 | 22 | 21 | 11 | ±1 | 2.8 | ±0.1 | <div></div> |
| Disability | 97 | ±1 | 20 | 25 | 21 | 21 | 14 | ±2 | 2.8 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±2 | 19 | 24 | 23 | 21 | 13 | ±3 | 2.8 | ±0.1 | <div></div> |
| Other Disability | 97 | ±1 | 20 | 25 | 21 | 21 | 14 | ±2 | 2.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 19 | 26 | 23 | 21 | 11 | ±1 | 2.8 | ±0.1 | <div></div> |
| Veteran | 97 | ±1 | 19 | 26 | 21 | 20 | 13 | ±1 | 2.8 | ±0.1 | <div></div> |
| 10 Point 30% | 97 | ±1 | 18 | 23 | 19 | 23 | 16 | ±3 | 3.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±2 | 19 | 26 | 21 | 20 | 14 | ±3 | 2.9 | ±0.1 | <div></div> |
| 5 Point | 97 | ±1 | 21 | 27 | 21 | 19 | 12 | ±2 | 2.7 | ±0.1 | <div></div> |
| No Preference | 97 | ±2 | 16 | 28 | 24 | 23 | 10 | ±3 | 2.8 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 28 | 30 | 19 | 16 | 8 | ±1 | 2.5 | ±0.1 | <div></div> |
| FERS | 97 | ±1 | 15 | 25 | 23 | 23 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |
| Other Plan | 93 | ±3 | 13 | 19 | 27 | 29 | 12 | ±5 | 3.1 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 14 | 24 | 24 | 24 | 14 | ±1 | 3.0 | ±0.1 | <div></div> |
| Optional Eligible | 97 | ±1 | 26 | 28 | 20 | 17 | 9 | ±2 | 2.5 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 23 | 29 | 20 | 17 | 10 | ±2 | 2.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 10 | 21 | 28 | 26 | 14 | ±2 | 3.1 | ±0.1 | <div></div> |
| 5 to 10 Years | 97 | ±1 | 11 | 23 | 24 | 24 | 17 | ±2 | 3.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 97 | ±1 | 16 | 24 | 23 | 23 | 13 | ±2 | 2.9 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 22 | 29 | 20 | 19 | 10 | ±2 | 2.7 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 38 | 32 | 16 | 10 | 5 | ±2 | 2.1 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 10 | 22 | 27 | 26 | 16 | ±3 | 3.2 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 96 | ±1 | 10 | 21 | 25 | 26 | 18 | ±2 | 3.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 97 | ±1 | 14 | 24 | 23 | 25 | 13 | ±1 | 3.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 28 | 31 | 19 | 15 | 7 | ±2 | 2.4 | ±0.1 | <div></div> |
| More Than 60 Years Old | 97 | ±1 | 41 | 34 | 14 | 6 | 5 | ±3 | 2.0 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 19 | 28 | 23 | 19 | 10 | ±1 | 2.7 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 19 | 23 | 20 | 24 | 14 | ±2 | 2.9 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 21 | 28 | 22 | 19 | 10 | ±1 | 2.7 | ±0.1 | <div></div> |
| Total Minority | 96 | ±1 | 15 | 22 | 23 | 24 | 16 | ±2 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 14 | 20 | 19 | 27 | 20 | ±2 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 97 | ±1 | 17 | 21 | 25 | 22 | 15 | ±3 | 3.0 | ±0.1 | <div></div> |
| Non-Hispanic API | 94 | ±2 | 13 | 26 | 28 | 21 | 11 | ±3 | 2.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 96 | ±1 | 25 | 31 | 21 | 16 | 7 | ±2 | 2.5 | ±0.1 | <div></div> |
| Some College | 97 | ±1 | 20 | 25 | 22 | 21 | 12 | ±1 | 2.8 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 16 | 26 | 23 | 22 | 13 | ±2 | 2.9 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 17 | 26 | 21 | 22 | 14 | ±2 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**b. Leave to take another job in the Federal government outside of DoD**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 97 | ±1 | 24 | 31 | 23 | 15 | 7 | ±1 | 2.5 | ±0.1 | <div></div> |
| Army | 97 | ±1 | 23 | 31 | 22 | 16 | 7 | ±2 | 2.5 | ±0.1 | <div></div> |
| Navy | 97 | ±1 | 24 | 33 | 24 | 13 | 6 | ±2 | 2.4 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 24 | 31 | 23 | 14 | 7 | ±2 | 2.5 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 96 | ±1 | 22 | 30 | 24 | 16 | 7 | ±2 | 2.6 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 97 | ±1 | 24 | 31 | 23 | 15 | 7 | ±1 | 2.5 | ±0.1 | <div></div> |
| GS 1 to 4 | 93 | ±3 | 20 | 21 | 27 | 22 | 10 | ±4 | 2.8 | ±0.2 | <div></div> |
| GS 5 to 8 | 96 | ±1 | 21 | 29 | 23 | 18 | 9 | ±2 | 2.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 25 | 31 | 23 | 15 | 7 | ±1 | 2.5 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 98 | ±1 | 25 | 34 | 22 | 14 | 5 | ±2 | 2.4 | ±0.1 | <div></div> |
| SES | 98 | ±1 | 30 | 32 | 24 | 13 | 2 | ±9 | 2.3 | ±0.2 | <div></div> |
| Blue Collar Total | 97 | ±1 | 24 | 33 | 24 | 13 | 5 | ±2 | 2.4 | ±0.1 | <div></div> |
| WG 1 to 5 | 95 | ±3 | 17 | 28 | 28 | 20 | 7 | ±5 | 2.7 | ±0.2 | <div></div> |
| WG 6 to 9 | 96 | ±2 | 23 | 32 | 24 | 15 | 6 | ±3 | 2.5 | ±0.1 | <div></div> |
| WG 10 to 15 | 97 | ±1 | 24 | 33 | 26 | 12 | 5 | ±3 | 2.4 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 97 | ±2 | 29 | 36 | 20 | 11 | 4 | ±4 | 2.2 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 22 | 34 | 25 | 14 | 5 | ±2 | 2.5 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 26 | 30 | 21 | 15 | 7 | ±2 | 2.5 | ±0.1 | <div></div> |
| Technical | 97 | ±1 | 22 | 31 | 23 | 16 | 7 | ±2 | 2.6 | ±0.1 | <div></div> |
| Clerical | 95 | ±2 | 21 | 25 | 22 | 21 | 10 | ±3 | 2.7 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 28 | 29 | 25 | 13 | 6 | ±4 | 2.4 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 24 | 33 | 24 | 13 | 5 | ±2 | 2.4 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 21 | 36 | 25 | 14 | 4 | ±3 | 2.4 | ±0.1 | <div></div> |
| Engineers | 98 | ±1 | 22 | 37 | 26 | 11 | 4 | ±2 | 2.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 25 | 32 | 21 | 15 | 7 | ±2 | 2.5 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 27 | 33 | 19 | 14 | 7 | ±3 | 2.4 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 28 | 34 | 22 | 14 | 3 | ±5 | 2.3 | ±0.2 | <div></div> |
| Wage Supervisor | 97 | ±2 | 25 | 35 | 22 | 13 | 5 | ±4 | 2.4 | ±0.1 | <div></div> |
| All Others | 97 | ±1 | 23 | 31 | 24 | 15 | 7 | ±1 | 2.5 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 97 | ±1 | 24 | 32 | 23 | 15 | 7 | ±1 | 2.5 | ±0.1 | <div></div> |
| Other Than Full-Time | 91 | ±4 | 16 | 24 | 29 | 22 | 10 | ±6 | 2.8 | ±0.2 | <div></div> |
| CONUS | 97 | ±1 | 24 | 32 | 23 | 15 | 6 | ±1 | 2.5 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 19 | 26 | 25 | 19 | 11 | ±3 | 2.8 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 97 | ±1 | 24 | 32 | 23 | 14 | 6 | ±1 | 2.5 | ±0.1 | <div></div> |
| Non-Permanent | 94 | ±3 | 12 | 23 | 30 | 25 | 10 | ±4 | 3.0 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 24 | 31 | 22 | 15 | 7 | ±1 | 2.5 | ±0.1 | <div></div> |
| In Bargaining Unit | 97 | ±1 | 24 | 31 | 24 | 14 | 6 | ±1 | 2.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**b. Leave to take another job in the Federal government outside of DoD**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 97 | ±1 | 24 | 32 | 23 | 15 | 6 | ±1 | 2.5 | ±0.1 | <div></div> |
| Disability | 97 | ±1 | 24 | 30 | 23 | 16 | 8 | ±2 | 2.5 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±2 | 22 | 30 | 24 | 16 | 7 | ±3 | 2.6 | ±0.1 | <div></div> |
| Other Disability | 97 | ±1 | 24 | 29 | 22 | 16 | 8 | ±2 | 2.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 24 | 31 | 23 | 15 | 6 | ±1 | 2.5 | ±0.1 | <div></div> |
| Veteran | 97 | ±1 | 23 | 31 | 23 | 15 | 7 | ±1 | 2.5 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 23 | 29 | 21 | 18 | 9 | ±3 | 2.6 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±2 | 23 | 31 | 23 | 16 | 8 | ±3 | 2.6 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 25 | 31 | 23 | 14 | 7 | ±2 | 2.5 | ±0.1 | <div></div> |
| No Preference | 97 | ±2 | 19 | 34 | 25 | 17 | 6 | ±3 | 2.6 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 33 | 34 | 19 | 10 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| FERS | 97 | ±1 | 19 | 30 | 26 | 18 | 8 | ±1 | 2.7 | ±0.1 | <div></div> |
| Other Plan | 92 | ±4 | 15 | 23 | 29 | 23 | 10 | ±6 | 2.9 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 18 | 30 | 26 | 18 | 8 | ±1 | 2.7 | ±0.1 | <div></div> |
| Optional Eligible | 97 | ±1 | 30 | 32 | 21 | 12 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 29 | 33 | 20 | 12 | 6 | ±2 | 2.3 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 14 | 27 | 31 | 20 | 9 | ±2 | 2.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 97 | ±1 | 15 | 28 | 27 | 21 | 9 | ±3 | 2.8 | ±0.1 | <div></div> |
| 11 to 20 Years | 97 | ±1 | 20 | 30 | 25 | 17 | 8 | ±2 | 2.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 28 | 35 | 20 | 12 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 41 | 34 | 16 | 7 | 3 | ±2 | 2.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 14 | 24 | 30 | 23 | 9 | ±3 | 2.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 96 | ±1 | 15 | 27 | 28 | 20 | 10 | ±2 | 2.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 20 | 31 | 25 | 17 | 7 | ±1 | 2.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 32 | 35 | 19 | 10 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 97 | ±1 | 44 | 34 | 14 | 5 | 3 | ±3 | 1.9 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 23 | 33 | 25 | 14 | 6 | ±1 | 2.5 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 24 | 29 | 21 | 17 | 8 | ±2 | 2.6 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 26 | 34 | 22 | 13 | 5 | ±1 | 2.4 | ±0.1 | <div></div> |
| Total Minority | 96 | ±1 | 18 | 27 | 25 | 19 | 10 | ±2 | 2.8 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 17 | 26 | 22 | 22 | 13 | ±2 | 2.9 | ±0.1 | <div></div> |
| Hispanic | 96 | ±2 | 20 | 26 | 27 | 17 | 10 | ±3 | 2.7 | ±0.1 | <div></div> |
| Non-Hispanic API | 95 | ±2 | 16 | 30 | 31 | 16 | 6 | ±3 | 2.7 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 96 | ±1 | 30 | 36 | 20 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Some College | 97 | ±1 | 24 | 30 | 23 | 15 | 7 | ±1 | 2.5 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 21 | 30 | 25 | 17 | 7 | ±2 | 2.6 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 21 | 32 | 24 | 15 | 7 | ±2 | 2.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**c. Leave the Federal government for a private sector job**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 97 | ±1 | 33 | 33 | 18 | 11 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Army | 97 | ±1 | 32 | 32 | 19 | 12 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| Navy | 97 | ±1 | 33 | 34 | 19 | 10 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 34 | 32 | 19 | 11 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 96 | ±1 | 32 | 32 | 18 | 11 | 6 | ±2 | 2.3 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 97 | ±1 | 33 | 33 | 18 | 11 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| GS 1 to 4 | 94 | ±3 | 26 | 25 | 25 | 16 | 9 | ±4 | 2.6 | ±0.2 | <div></div> |
| GS 5 to 8 | 96 | ±1 | 33 | 33 | 18 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 35 | 33 | 18 | 10 | 4 | ±2 | 2.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 98 | ±1 | 32 | 34 | 17 | 11 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| SES | 98 | ±1 | 22 | 26 | 16 | 19 | 17 | ±9 | 2.8 | ±0.3 | <div></div> |
| Blue Collar Total | 97 | ±1 | 32 | 33 | 19 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| WG 1 to 5 | 94 | ±3 | 25 | 31 | 22 | 14 | 9 | ±5 | 2.5 | ±0.2 | <div></div> |
| WG 6 to 9 | 96 | ±2 | 32 | 33 | 19 | 9 | 6 | ±3 | 2.2 | ±0.1 | <div></div> |
| WG 10 to 15 | 97 | ±1 | 32 | 33 | 20 | 10 | 4 | ±3 | 2.2 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 97 | ±2 | 36 | 34 | 17 | 9 | 4 | ±4 | 2.1 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 29 | 34 | 20 | 12 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 37 | 32 | 17 | 11 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| Technical | 96 | ±1 | 32 | 34 | 19 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Clerical | 95 | ±2 | 35 | 30 | 18 | 12 | 6 | ±3 | 2.2 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 29 | 28 | 21 | 15 | 6 | ±4 | 2.4 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 32 | 33 | 19 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 28 | 33 | 22 | 14 | 4 | ±3 | 2.3 | ±0.1 | <div></div> |
| Engineers | 98 | ±1 | 28 | 35 | 21 | 11 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 33 | 32 | 18 | 12 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 32 | 33 | 16 | 13 | 7 | ±3 | 2.3 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 36 | 34 | 15 | 10 | 5 | ±5 | 2.1 | ±0.2 | <div></div> |
| Wage Supervisor | 97 | ±2 | 31 | 33 | 19 | 12 | 4 | ±4 | 2.2 | ±0.1 | <div></div> |
| All Others | 97 | ±1 | 33 | 33 | 19 | 11 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 97 | ±1 | 33 | 33 | 18 | 11 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 91 | ±4 | 19 | 24 | 23 | 21 | 13 | ±6 | 2.9 | ±0.2 | <div></div> |
| CONUS | 97 | ±1 | 33 | 33 | 18 | 11 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| OCONUS | 95 | ±2 | 28 | 31 | 19 | 14 | 8 | ±3 | 2.4 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 97 | ±1 | 34 | 33 | 18 | 10 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Non-Permanent | 94 | ±3 | 15 | 26 | 25 | 22 | 12 | ±4 | 2.9 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 97 | ±1 | 32 | 33 | 18 | 11 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| In Bargaining Unit | 97 | ±1 | 33 | 33 | 19 | 10 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**c. Leave the Federal government for a private sector job**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 97 | ±1 | 33 | 33 | 18 | 11 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Disability | 97 | ±1 | 34 | 32 | 20 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±2 | 34 | 30 | 21 | 11 | 5 | ±3 | 2.2 | ±0.1 | <div></div> |
| Other Disability | 97 | ±1 | 33 | 32 | 19 | 10 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 35 | 33 | 18 | 10 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Veteran | 97 | ±1 | 31 | 33 | 19 | 12 | 5 | ±1 | 2.3 | ±0.1 | <div></div> |
| 10 Point 30% | 97 | ±1 | 31 | 33 | 18 | 12 | 5 | ±3 | 2.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±2 | 30 | 33 | 21 | 12 | 5 | ±3 | 2.3 | ±0.1 | <div></div> |
| 5 Point | 97 | ±1 | 31 | 33 | 19 | 12 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| No Preference | 97 | ±2 | 30 | 33 | 21 | 11 | 4 | ±3 | 2.3 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 40 | 30 | 14 | 11 | 5 | ±2 | 2.1 | ±0.1 | <div></div> |
| FERS | 97 | ±1 | 30 | 35 | 21 | 10 | 5 | ±1 | 2.3 | ±0.1 | <div></div> |
| Other Plan | 93 | ±3 | 16 | 24 | 25 | 22 | 13 | ±5 | 2.9 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 31 | 34 | 20 | 11 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Optional Eligible | 97 | ±1 | 34 | 32 | 18 | 12 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 38 | 31 | 16 | 10 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 21 | 29 | 26 | 16 | 8 | ±2 | 2.6 | ±0.1 | <div></div> |
| 5 to 10 Years | 97 | ±1 | 25 | 32 | 24 | 13 | 6 | ±3 | 2.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 97 | ±1 | 33 | 36 | 19 | 8 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 40 | 33 | 14 | 9 | 4 | ±2 | 2.0 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 36 | 28 | 15 | 15 | 6 | ±2 | 2.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 20 | 25 | 28 | 18 | 9 | ±3 | 2.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 96 | ±1 | 27 | 33 | 23 | 11 | 6 | ±2 | 2.4 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 97 | ±1 | 35 | 35 | 17 | 9 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 35 | 32 | 16 | 12 | 5 | ±2 | 2.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 97 | ±2 | 41 | 30 | 15 | 10 | 4 | ±3 | 2.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 97 | ±1 | 30 | 33 | 20 | 11 | 5 | ±1 | 2.3 | ±0.1 | <div></div> |
| Female | 96 | ±1 | 38 | 32 | 16 | 10 | 5 | ±2 | 2.1 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 34 | 33 | 17 | 11 | 5 | ±1 | 2.2 | ±0.1 | <div></div> |
| Total Minority | 96 | ±1 | 30 | 33 | 21 | 11 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 95 | ±1 | 31 | 34 | 19 | 11 | 5 | ±2 | 2.3 | ±0.1 | <div></div> |
| Hispanic | 97 | ±1 | 29 | 30 | 21 | 12 | 7 | ±3 | 2.4 | ±0.1 | <div></div> |
| Non-Hispanic API | 94 | ±2 | 26 | 35 | 24 | 11 | 4 | ±3 | 2.3 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 96 | ±1 | 37 | 34 | 16 | 8 | 4 | ±2 | 2.1 | ±0.1 | <div></div> |
| Some College | 97 | ±1 | 35 | 32 | 18 | 11 | 4 | ±1 | 2.2 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 30 | 33 | 20 | 12 | 6 | ±2 | 2.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 28 | 33 | 20 | 12 | 7 | ±2 | 2.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**d. Retire from Federal service**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| Percent Responding | | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|----|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 97 | ±1 | 36 | 20 | 12 | 14 | 17 | ±1 | 2.6 | ±0.1 | <div></div> |
| Army | 97 | ±1 | 35 | 21 | 12 | 15 | 18 | ±2 | 2.6 | ±0.1 | <div></div> |
| Navy | 97 | ±1 | 37 | 20 | 12 | 15 | 17 | ±2 | 2.6 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 38 | 21 | 11 | 13 | 17 | ±2 | 2.5 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 36 | 20 | 12 | 15 | 18 | ±2 | 2.6 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 97 | ±1 | 37 | 20 | 12 | 14 | 17 | ±1 | 2.5 | ±0.1 | <div></div> |
| GS 1 to 4 | 94 | ±3 | 41 | 19 | 18 | 11 | 10 | ±5 | 2.3 | ±0.2 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 36 | 20 | 13 | 15 | 16 | ±2 | 2.5 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 37 | 21 | 11 | 14 | 17 | ±1 | 2.5 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 98 | ±1 | 36 | 20 | 9 | 15 | 20 | ±2 | 2.6 | ±0.1 | <div></div> |
| SES | 98 | ±1 | 21 | 13 | 15 | 24 | 27 | ±9 | 3.3 | ±0.2 | <div></div> |
| Blue Collar Total | 97 | ±1 | 32 | 20 | 12 | 16 | 20 | ±2 | 2.7 | ±0.1 | <div></div> |
| WG 1 to 5 | 94 | ±3 | 34 | 19 | 16 | 13 | 18 | ±6 | 2.6 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 30 | 21 | 12 | 18 | 19 | ±3 | 2.7 | ±0.1 | <div></div> |
| WG 10 to 15 | 97 | ±1 | 35 | 21 | 13 | 14 | 17 | ±3 | 2.6 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 97 | ±2 | 26 | 19 | 11 | 17 | 27 | ±3 | 3.0 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 43 | 22 | 11 | 12 | 13 | ±2 | 2.3 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 35 | 19 | 11 | 15 | 20 | ±2 | 2.7 | ±0.1 | <div></div> |
| Technical | 97 | ±1 | 34 | 21 | 14 | 15 | 17 | ±2 | 2.6 | ±0.1 | <div></div> |
| Clerical | 96 | ±2 | 38 | 21 | 13 | 14 | 14 | ±3 | 2.5 | ±0.1 | <div></div> |
| Other White Collar | 96 | ±2 | 41 | 16 | 14 | 12 | 16 | ±4 | 2.5 | ±0.2 | <div></div> |
| Blue Collar | 97 | ±1 | 32 | 20 | 12 | 16 | 20 | ±2 | 2.7 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 43 | 21 | 9 | 10 | 16 | ±3 | 2.4 | ±0.1 | <div></div> |
| Engineers | 98 | ±1 | 42 | 21 | 12 | 11 | 14 | ±2 | 2.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 32 | 20 | 10 | 17 | 20 | ±2 | 2.7 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 30 | 19 | 10 | 16 | 26 | ±3 | 2.9 | ±0.1 | <div></div> |
| Wage Leader | 98 | ±2 | 32 | 22 | 12 | 13 | 21 | ±5 | 2.7 | ±0.2 | <div></div> |
| Wage Supervisor | 97 | ±2 | 27 | 19 | 11 | 20 | 23 | ±4 | 2.9 | ±0.2 | <div></div> |
| All Others | 97 | ±1 | 38 | 20 | 12 | 14 | 16 | ±1 | 2.5 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 36 | 20 | 12 | 15 | 18 | ±1 | 2.6 | ±0.1 | <div></div> |
| Other Than Full-Time | 92 | ±4 | 44 | 19 | 22 | 8 | 7 | ±7 | 2.2 | ±0.2 | <div></div> |
| CONUS | 97 | ±1 | 36 | 20 | 12 | 14 | 18 | ±1 | 2.6 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 39 | 20 | 13 | 14 | 14 | ±3 | 2.5 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 97 | ±1 | 35 | 20 | 11 | 15 | 18 | ±1 | 2.6 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±3 | 48 | 20 | 19 | 7 | 6 | ±5 | 2.0 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 36 | 20 | 11 | 15 | 18 | ±1 | 2.6 | ±0.1 | <div></div> |
| In Bargaining Unit | 97 | ±1 | 36 | 21 | 13 | 14 | 16 | ±1 | 2.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**d. Retire from Federal service**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 97 | ±1 | 37 | 21 | 12 | 14 | 17 | ±1 | 2.5 | ±0.1 | <div></div> |
| Disability | 97 | ±1 | 29 | 19 | 13 | 18 | 22 | ±2 | 2.8 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±2 | 28 | 17 | 15 | 18 | 22 | ±3 | 2.9 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 29 | 19 | 12 | 18 | 21 | ±2 | 2.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 40 | 21 | 11 | 13 | 15 | ±1 | 2.4 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 31 | 20 | 12 | 16 | 21 | ±1 | 2.8 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 33 | 20 | 12 | 15 | 20 | ±3 | 2.7 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±2 | 32 | 18 | 12 | 18 | 20 | ±3 | 2.8 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 27 | 19 | 13 | 18 | 23 | ±2 | 2.9 | ±0.1 | <div></div> |
| No Preference | 97 | ±2 | 43 | 26 | 11 | 10 | 10 | ±3 | 2.2 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 19 | 17 | 11 | 21 | 31 | ±1 | 3.3 | ±0.1 | <div></div> |
| FERS | 97 | ±1 | 46 | 22 | 12 | 10 | 10 | ±1 | 2.2 | ±0.1 | <div></div> |
| Other Plan | 93 | ±3 | 40 | 20 | 21 | 10 | 9 | ±6 | 2.3 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 48 | 23 | 12 | 9 | 8 | ±1 | 2.1 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 24 | 16 | 11 | 20 | 29 | ±2 | 3.1 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 21 | 20 | 14 | 21 | 25 | ±2 | 3.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 56 | 19 | 14 | 7 | 5 | ±2 | 1.9 | ±0.1 | <div></div> |
| 5 to 10 Years | 97 | ±1 | 54 | 20 | 13 | 8 | 5 | ±3 | 1.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 97 | ±1 | 45 | 24 | 11 | 10 | 10 | ±2 | 2.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 24 | 23 | 13 | 19 | 21 | ±1 | 2.9 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 7 | 8 | 9 | 26 | 50 | ±2 | 4.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 59 | 13 | 15 | 8 | 5 | ±3 | 1.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 96 | ±1 | 62 | 19 | 10 | 5 | 4 | ±2 | 1.7 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 97 | ±1 | 44 | 28 | 12 | 9 | 7 | ±2 | 2.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 14 | 17 | 12 | 24 | 33 | ±2 | 3.5 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 5 | 5 | 10 | 31 | 49 | ±3 | 4.1 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 34 | 20 | 12 | 15 | 19 | ±1 | 2.7 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 40 | 21 | 11 | 13 | 15 | ±2 | 2.4 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 37 | 20 | 11 | 14 | 17 | ±1 | 2.5 | ±0.1 | <div></div> |
| Total Minority | 96 | ±1 | 33 | 20 | 14 | 15 | 17 | ±2 | 2.6 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 34 | 21 | 12 | 15 | 17 | ±2 | 2.6 | ±0.1 | <div></div> |
| Hispanic | 97 | ±1 | 33 | 18 | 14 | 16 | 19 | ±3 | 2.7 | ±0.1 | <div></div> |
| Non-Hispanic API | 95 | ±2 | 31 | 22 | 17 | 15 | 15 | ±3 | 2.6 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 96 | ±1 | 28 | 20 | 12 | 18 | 22 | ±2 | 2.9 | ±0.1 | <div></div> |
| Some College | 97 | ±1 | 34 | 20 | 12 | 15 | 18 | ±1 | 2.6 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 42 | 20 | 12 | 12 | 14 | ±2 | 2.4 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 41 | 21 | 11 | 12 | 14 | ±2 | 2.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

73. In the coming year, do you plan to look for another job?

1. No
2. Yes, I plan to look both inside and outside the Federal government
3. Yes, but only outside the Federal government
4. Yes, but only within the Federal government
5. I have not decided whether to look for another job

| | Percent Responding | | Percentages | | | | | Max ME |
|-----------------------------|-----------------------|----|-------------|----|---|----|----|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| OVERALL AND COMPONENT | | | | | | | | |
| Total DoD | 98 | ±1 | 48 | 12 | 2 | 22 | 15 | ±1 |
| Army | 98 | ±1 | 48 | 13 | 2 | 22 | 15 | ±2 |
| Navy | 98 | ±1 | 50 | 11 | 2 | 21 | 16 | ±2 |
| Air Force | 99 | ±1 | 45 | 14 | 2 | 25 | 14 | ±2 |
| DoD Agencies and Activities | 98 | ±1 | 49 | 12 | 2 | 20 | 16 | ±2 |
| PAY PLAN/GRADE | | | | | | | | |
| White Collar Total | 98 | ±1 | 47 | 13 | 2 | 22 | 16 | ±1 |
| GS 1 to 4 | 97 | ±2 | 36 | 24 | 2 | 20 | 18 | ±5 |
| GS 5 to 8 | 98 | ±1 | 42 | 14 | 2 | 27 | 15 | ±2 |
| GS 9 to 12 | 99 | ±1 | 49 | 11 | 2 | 23 | 15 | ±2 |
| GS/GM 13 to 15 | 99 | ±1 | 47 | 11 | 3 | 22 | 16 | ±2 |
| SES | 99 | ±1 | 56 | 11 | 9 | 9 | 15 | ±8 |
| Blue Collar Total | 98 | ±1 | 52 | 12 | 3 | 20 | 13 | ±2 |
| WG 1 to 5 | 96 | ±3 | 47 | 19 | 2 | 19 | 13 | ±6 |
| WG 6 to 9 | 98 | ±1 | 51 | 13 | 2 | 22 | 12 | ±4 |
| WG 10 to 15 | 98 | ±1 | 50 | 12 | 2 | 21 | 14 | ±3 |
| WS/WL 1 to 19 | 98 | ±1 | 55 | 8 | 3 | 19 | 15 | ±4 |
| OCCUPATIONAL GROUPS | | | | | | | | |
| Professional | 98 | ±1 | 51 | 12 | 3 | 17 | 17 | ±2 |
| Administrative | 99 | ±1 | 46 | 11 | 2 | 25 | 16 | ±2 |
| Technical | 98 | ±1 | 45 | 13 | 2 | 25 | 16 | ±2 |
| Clerical | 97 | ±1 | 37 | 17 | 2 | 28 | 16 | ±3 |
| Other White Collar | 97 | ±2 | 52 | 19 | 4 | 11 | 15 | ±4 |
| Blue Collar | 98 | ±1 | 52 | 12 | 2 | 20 | 13 | ±2 |
| Scientists | 98 | ±2 | 51 | 14 | 2 | 16 | 17 | ±4 |
| Engineers | 99 | ±1 | 53 | 10 | 3 | 17 | 17 | ±2 |
| SUPERVISOR/MANAGER | | | | | | | | |
| Supervisor | 98 | ±1 | 49 | 13 | 2 | 22 | 15 | ±2 |
| Manager | 98 | ±1 | 49 | 13 | 4 | 20 | 14 | ±3 |
| Wage Leader | 99 | ±1 | 51 | 9 | 4 | 21 | 15 | ±5 |
| Wage Supervisor | 98 | ±2 | 52 | 10 | 4 | 17 | 16 | ±4 |
| All Others | 98 | ±1 | 47 | 13 | 2 | 23 | 16 | ±1 |
| SCHEDULE/LOCATION | | | | | | | | |
| Full-Time | 98 | ±1 | 48 | 12 | 2 | 22 | 15 | ±1 |
| Other Than Full-Time | 94 | ±3 | 40 | 28 | 4 | 10 | 18 | ±6 |
| CONUS | 98 | ±1 | 48 | 12 | 2 | 22 | 16 | ±1 |
| OCONUS | 96 | ±2 | 43 | 17 | 3 | 23 | 13 | ±3 |
| TYPE OF APPOINTMENT | | | | | | | | |
| Permanent | 98 | ±1 | 49 | 11 | 2 | 22 | 15 | ±1 |
| Non-Permanent | 95 | ±2 | 35 | 32 | 4 | 15 | 14 | ±5 |
| BARGAINING UNIT | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 48 | 13 | 2 | 22 | 15 | ±1 |
| In Bargaining Unit | 98 | ±1 | 48 | 12 | 2 | 22 | 15 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

73. In the coming year, do you plan to look for another job?

| Percent Responding | | | Percentages | | | | | Max ME |
|------------------------------|----|----|-------------|----|---|----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| DISABILITY | | | | | | | | |
| No Disability | 98 | ±1 | 48 | 12 | 2 | 22 | 15 | ±1 |
| Disability | 98 | ±1 | 45 | 14 | 2 | 24 | 15 | ±2 |
| Targeted Disability | 98 | ±1 | 45 | 15 | 3 | 23 | 14 | ±3 |
| Other Disability | 99 | ±1 | 46 | 13 | 2 | 24 | 15 | ±2 |
| VETERAN/PREFERENCE | | | | | | | | |
| Non-Veteran | 98 | ±1 | 48 | 11 | 2 | 22 | 16 | ±1 |
| Veteran | 98 | ±1 | 47 | 14 | 3 | 22 | 14 | ±1 |
| 10 Point 30% | 98 | ±1 | 45 | 17 | 2 | 24 | 12 | ±3 |
| 10 Point Non-30% | 98 | ±1 | 46 | 15 | 3 | 23 | 14 | ±3 |
| 5 Point | 98 | ±1 | 48 | 13 | 3 | 22 | 14 | ±2 |
| No Preference | 98 | ±1 | 48 | 14 | 2 | 19 | 17 | ±3 |
| RETIREMENT PLAN | | | | | | | | |
| CSRS | 99 | ±1 | 53 | 7 | 3 | 21 | 16 | ±2 |
| FERS | 98 | ±1 | 46 | 14 | 2 | 23 | 15 | ±1 |
| Other Plan | 94 | ±3 | 31 | 32 | 6 | 15 | 16 | ±6 |
| RETIREMENT ELIGIBILITY | | | | | | | | |
| Not Eligible | 98 | ±1 | 45 | 14 | 2 | 24 | 16 | ±1 |
| Optional Eligible | 98 | ±1 | 52 | 11 | 4 | 18 | 15 | ±2 |
| Discontinued Service | 98 | ±1 | 49 | 9 | 2 | 25 | 15 | ±2 |
| LENGTH OF SERVICE | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 44 | 21 | 2 | 17 | 16 | ±2 |
| 5 to 10 Years | 98 | ±1 | 41 | 19 | 2 | 23 | 16 | ±3 |
| 11 to 20 Years | 98 | ±1 | 45 | 13 | 1 | 25 | 15 | ±2 |
| 21 to 30 Years | 99 | ±1 | 50 | 8 | 2 | 25 | 15 | ±2 |
| More Than 30 Years | 99 | ±1 | 59 | 7 | 6 | 12 | 16 | ±2 |
| AGE | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 41 | 25 | 2 | 15 | 16 | ±3 |
| 31 to 40 Years Old | 97 | ±1 | 40 | 17 | 2 | 25 | 15 | ±2 |
| 41 to 50 Years Old | 98 | ±1 | 42 | 13 | 1 | 28 | 16 | ±2 |
| 51 to 60 Years Old | 99 | ±1 | 55 | 8 | 4 | 19 | 15 | ±2 |
| More Than 60 Years Old | 98 | ±1 | 71 | 6 | 3 | 8 | 13 | ±3 |
| GENDER | | | | | | | | |
| Male | 98 | ±1 | 50 | 13 | 3 | 20 | 14 | ±1 |
| Female | 98 | ±1 | 45 | 12 | 2 | 25 | 17 | ±2 |
| RACE/ETHNICITY | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 50 | 12 | 2 | 20 | 15 | ±1 |
| Total Minority | 97 | ±1 | 42 | 14 | 2 | 26 | 16 | ±2 |
| Non-Hispanic Black | 97 | ±1 | 36 | 16 | 2 | 30 | 16 | ±2 |
| Hispanic | 98 | ±1 | 47 | 15 | 3 | 22 | 14 | ±3 |
| Non-Hispanic API | 96 | ±2 | 50 | 11 | 1 | 21 | 17 | ±3 |
| EDUCATION | | | | | | | | |
| No College | 98 | ±1 | 58 | 7 | 2 | 17 | 16 | ±2 |
| Some College | 98 | ±1 | 47 | 12 | 2 | 23 | 15 | ±1 |
| 4-Year Degree | 98 | ±1 | 45 | 14 | 3 | 22 | 16 | ±2 |
| Graduate/Professional Degree | 98 | ±1 | 46 | 15 | 3 | 21 | 15 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

74. How important is each of the following as a reason for your plans to look for a new job?**a. Personal reasons (e.g., location, family desires, commuting time)**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Importance | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|-----|-----|-----------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 36 | ±1 | 5 | 10 | 20 | 35 | 29 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Army | 36 | ±2 | 5 | 9 | 20 | 35 | 30 | ±2 | 3.8 | ±0.1 | <div></div> | |
| Navy | 33 | ±2 | 5 | 12 | 21 | 34 | 28 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Air Force | 40 | ±2 | 6 | 10 | 22 | 36 | 27 | ±3 | 3.7 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 34 | ±2 | 6 | 9 | 18 | 35 | 32 | ±3 | 3.8 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 36 | ±1 | 5 | 10 | 19 | 35 | 31 | ±2 | 3.8 | ±0.1 | <div></div> | |
| GS 1 to 4 | 44 | ±5 | 5 | 8 | 20 | 33 | 35 | ±7 | 3.8 | ±0.2 | <div></div> | |
| GS 5 to 8 | 41 | ±2 | 6 | 9 | 21 | 33 | 32 | ±3 | 3.8 | ±0.1 | <div></div> | |
| GS 9 to 12 | 35 | ±1 | 5 | 11 | 19 | 36 | 29 | ±2 | 3.7 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 36 | ±2 | 5 | 10 | 18 | 36 | 31 | ±3 | 3.8 | ±0.1 | <div></div> | |
| SES | 29 | ±8 | 4 | 9 | NR | 34 | 20 | ±13 | 3.6 | ±0.2 | <div></div> | |
| Blue Collar Total | 34 | ±2 | 6 | 12 | 24 | 36 | 21 | ±3 | 3.5 | ±0.1 | <div></div> | |
| WG 1 to 5 | 38 | ±6 | 5 | 14 | 21 | 33 | 26 | ±8 | 3.6 | ±0.3 | <div></div> | |
| WG 6 to 9 | 36 | ±3 | 6 | 10 | 25 | 37 | 21 | ±5 | 3.6 | ±0.2 | <div></div> | |
| WG 10 to 15 | 35 | ±3 | 6 | 14 | 25 | 36 | 19 | ±4 | 3.5 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 29 | ±3 | 6 | 10 | 26 | 38 | 20 | ±6 | 3.6 | ±0.2 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 31 | ±2 | 5 | 9 | 19 | 35 | 32 | ±3 | 3.8 | ±0.1 | <div></div> | |
| Administrative | 38 | ±2 | 5 | 10 | 19 | 35 | 31 | ±2 | 3.8 | ±0.1 | <div></div> | |
| Technical | 38 | ±2 | 5 | 10 | 20 | 36 | 30 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Clerical | 45 | ±3 | 6 | 9 | 22 | 29 | 34 | ±4 | 3.8 | ±0.1 | <div></div> | |
| Other White Collar | 32 | ±4 | 5 | 10 | 15 | 42 | 28 | ±7 | 3.8 | ±0.2 | <div></div> | |
| Blue Collar | 34 | ±2 | 6 | 12 | 24 | 36 | 21 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Scientists | 31 | ±3 | 5 | 13 | 17 | 38 | 27 | ±6 | 3.7 | ±0.2 | <div></div> | |
| Engineers | 29 | ±2 | 6 | 11 | 19 | 37 | 27 | ±3 | 3.7 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 36 | ±2 | 6 | 10 | 19 | 37 | 29 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Manager | 36 | ±3 | 7 | 14 | 16 | 34 | 29 | ±4 | 3.6 | ±0.1 | <div></div> | |
| Wage Leader | 33 | ±5 | 7 | 14 | 23 | 32 | 23 | ±8 | 3.5 | ±0.3 | <div></div> | |
| Wage Supervisor | 31 | ±4 | 5 | 8 | 25 | 36 | 26 | ±7 | 3.7 | ±0.2 | <div></div> | |
| All Others | 36 | ±1 | 5 | 10 | 21 | 35 | 29 | ±2 | 3.7 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 36 | ±1 | 5 | 10 | 20 | 35 | 29 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Other Than Full-Time | 40 | ±7 | 4 | 6 | 19 | 33 | 38 | ±11 | 4.0 | ±0.3 | <div></div> | |
| CONUS | 35 | ±1 | 6 | 10 | 21 | 35 | 28 | ±2 | 3.7 | ±0.1 | <div></div> | |
| OCONUS | 42 | ±3 | 5 | 8 | 17 | 35 | 35 | ±4 | 3.9 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 35 | ±1 | 5 | 11 | 20 | 35 | 29 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Non-Permanent | 49 | ±5 | 5 | 4 | 21 | 36 | 34 | ±7 | 3.9 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 36 | ±1 | 5 | 10 | 18 | 36 | 31 | ±2 | 3.8 | ±0.1 | <div></div> | |
| In Bargaining Unit | 35 | ±1 | 6 | 11 | 23 | 34 | 26 | ±2 | 3.6 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**a. Personal reasons (e.g., location, family desires, commuting time)**

| | Percent Responding | | Percentages | | | | | Max ME | Average Importance | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 35 | ±1 | 5 | 10 | 20 | 35 | 29 | ±2 | 3.7 | ±0.1 | <div></div> |
| Disability | 39 | ±2 | 6 | 10 | 20 | 36 | 28 | ±3 | 3.7 | ±0.1 | <div></div> |
| Targeted Disability | 40 | ±3 | 6 | 11 | 21 | 37 | 25 | ±5 | 3.6 | ±0.1 | <div></div> |
| Other Disability | 38 | ±2 | 6 | 10 | 19 | 36 | 29 | ±3 | 3.7 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 34 | ±1 | 5 | 10 | 20 | 34 | 31 | ±2 | 3.7 | ±0.1 | <div></div> |
| Veteran | 38 | ±1 | 6 | 10 | 21 | 36 | 27 | ±2 | 3.7 | ±0.1 | <div></div> |
| 10 Point 30% | 42 | ±3 | 7 | 8 | 18 | 38 | 29 | ±4 | 3.7 | ±0.1 | <div></div> |
| 10 Point Non-30% | 39 | ±3 | 7 | 10 | 19 | 37 | 28 | ±5 | 3.7 | ±0.2 | <div></div> |
| 5 Point | 37 | ±2 | 5 | 11 | 22 | 36 | 26 | ±2 | 3.7 | ±0.1 | <div></div> |
| No Preference | 35 | ±3 | 6 | 12 | 21 | 33 | 28 | ±5 | 3.6 | ±0.2 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 31 | ±1 | 6 | 12 | 22 | 35 | 26 | ±2 | 3.6 | ±0.1 | <div></div> |
| FERS | 38 | ±1 | 5 | 10 | 20 | 35 | 30 | ±2 | 3.7 | ±0.1 | <div></div> |
| Other Plan | 50 | ±6 | 3 | 6 | 19 | 36 | 36 | ±8 | 3.9 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 39 | ±1 | 5 | 10 | 20 | 34 | 30 | ±2 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 32 | ±2 | 5 | 10 | 20 | 36 | 29 | ±2 | 3.7 | ±0.1 | <div></div> |
| Discontinued Service | 35 | ±2 | 6 | 11 | 22 | 35 | 26 | ±3 | 3.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 39 | ±2 | 4 | 8 | 17 | 36 | 35 | ±4 | 3.9 | ±0.1 | <div></div> |
| 5 to 10 Years | 43 | ±3 | 5 | 10 | 19 | 35 | 30 | ±4 | 3.8 | ±0.1 | <div></div> |
| 11 to 20 Years | 39 | ±2 | 6 | 10 | 21 | 34 | 30 | ±2 | 3.7 | ±0.1 | <div></div> |
| 21 to 30 Years | 34 | ±2 | 6 | 11 | 22 | 35 | 26 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 30 Years | 25 | ±2 | 6 | 11 | 20 | 37 | 26 | ±4 | 3.7 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 41 | ±3 | 3 | 9 | 14 | 36 | 37 | ±5 | 3.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 43 | ±2 | 5 | 9 | 18 | 34 | 35 | ±3 | 3.9 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 40 | ±2 | 5 | 10 | 21 | 35 | 28 | ±2 | 3.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 30 | ±1 | 7 | 12 | 23 | 35 | 24 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 60 Years Old | 16 | ±2 | 8 | 9 | 28 | 34 | 21 | ±7 | 3.5 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 35 | ±1 | 5 | 11 | 22 | 37 | 25 | ±2 | 3.7 | ±0.1 | <div></div> |
| Female | 37 | ±2 | 5 | 9 | 19 | 32 | 35 | ±2 | 3.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 34 | ±1 | 6 | 11 | 21 | 34 | 27 | ±2 | 3.7 | ±0.1 | <div></div> |
| Total Minority | 41 | ±2 | 5 | 8 | 19 | 36 | 32 | ±3 | 3.8 | ±0.1 | <div></div> |
| Non-Hispanic Black | 46 | ±2 | 6 | 8 | 18 | 35 | 33 | ±3 | 3.8 | ±0.1 | <div></div> |
| Hispanic | 38 | ±3 | 5 | 7 | 18 | 35 | 34 | ±5 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 31 | ±3 | 3 | 8 | 21 | 39 | 29 | ±5 | 3.8 | ±0.2 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 26 | ±2 | 6 | 12 | 26 | 34 | 23 | ±4 | 3.6 | ±0.1 | <div></div> |
| Some College | 37 | ±1 | 6 | 10 | 21 | 35 | 28 | ±2 | 3.7 | ±0.1 | <div></div> |
| 4-Year Degree | 38 | ±2 | 5 | 9 | 18 | 35 | 33 | ±3 | 3.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 39 | ±2 | 5 | 11 | 18 | 35 | 31 | ±3 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**b. The work (e.g., use of skills and abilities, ability to work independently, level of stress)**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Importance | |
|-----------------------------|----|----|--------------------|----|-------------|----|----|-----|-----|--------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 36 | ±1 | 3 | 5 | 14 | 44 | 34 | ±2 | 4.0 | ±0.1 | <div></div> | |
| Army | 36 | ±2 | 3 | 5 | 14 | 43 | 34 | ±2 | 4.0 | ±0.1 | <div></div> | |
| Navy | 33 | ±2 | 3 | 5 | 14 | 46 | 32 | ±3 | 4.0 | ±0.1 | <div></div> | |
| Air Force | 40 | ±2 | 3 | 5 | 15 | 44 | 33 | ±3 | 4.0 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 34 | ±2 | 2 | 5 | 14 | 44 | 35 | ±3 | 4.0 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 36 | ±1 | 3 | 5 | 13 | 44 | 36 | ±2 | 4.0 | ±0.1 | <div></div> | |
| GS 1 to 4 | 44 | ±5 | 3 | 4 | 14 | 42 | 37 | ±7 | 4.1 | ±0.2 | <div></div> | |
| GS 5 to 8 | 41 | ±2 | 4 | 4 | 15 | 42 | 36 | ±3 | 4.0 | ±0.1 | <div></div> | |
| GS 9 to 12 | 35 | ±1 | 3 | 5 | 13 | 46 | 33 | ±2 | 4.0 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 36 | ±2 | 3 | 4 | 11 | 45 | 36 | ±3 | 4.1 | ±0.1 | <div></div> | |
| SES | 29 | ±8 | 4 | NR | 10 | 31 | 37 | ±13 | 3.8 | ±0.6 | <div></div> | |
| Blue Collar Total | 34 | ±2 | 3 | 7 | 19 | 45 | 25 | ±3 | 3.8 | ±0.1 | <div></div> | |
| WG 1 to 5 | 38 | ±6 | 5 | 11 | 18 | 41 | 26 | ±9 | 3.7 | ±0.2 | <div></div> | |
| WG 6 to 9 | 36 | ±3 | 3 | 7 | 18 | 43 | 29 | ±6 | 3.9 | ±0.2 | <div></div> | |
| WG 10 to 15 | 35 | ±3 | 4 | 7 | 20 | 45 | 24 | ±4 | 3.8 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 29 | ±3 | 2 | 5 | 21 | 49 | 23 | ±6 | 3.9 | ±0.2 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 31 | ±2 | 3 | 5 | 11 | 44 | 37 | ±3 | 4.1 | ±0.1 | <div></div> | |
| Administrative | 37 | ±2 | 3 | 4 | 13 | 44 | 35 | ±2 | 4.1 | ±0.1 | <div></div> | |
| Technical | 38 | ±2 | 4 | 5 | 14 | 43 | 34 | ±3 | 4.0 | ±0.1 | <div></div> | |
| Clerical | 45 | ±3 | 4 | 4 | 16 | 41 | 36 | ±4 | 4.0 | ±0.1 | <div></div> | |
| Other White Collar | 32 | ±4 | 2 | 3 | 15 | 48 | 31 | ±8 | 4.0 | ±0.2 | <div></div> | |
| Blue Collar | 34 | ±2 | 3 | 7 | 19 | 45 | 26 | ±3 | 3.8 | ±0.1 | <div></div> | |
| Scientists | 31 | ±3 | 3 | 4 | 9 | 47 | 36 | ±6 | 4.1 | ±0.1 | <div></div> | |
| Engineers | 29 | ±2 | 3 | 6 | 13 | 48 | 30 | ±3 | 4.0 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 36 | ±2 | 4 | 4 | 13 | 45 | 34 | ±3 | 4.0 | ±0.1 | <div></div> | |
| Manager | 35 | ±3 | 4 | 5 | 13 | 44 | 34 | ±4 | 4.0 | ±0.1 | <div></div> | |
| Wage Leader | 32 | ±5 | 5 | 11 | 19 | 44 | 23 | ±9 | 3.7 | ±0.3 | <div></div> | |
| Wage Supervisor | 31 | ±4 | 3 | 7 | 19 | 46 | 25 | ±7 | 3.8 | ±0.2 | <div></div> | |
| All Others | 36 | ±1 | 3 | 5 | 14 | 44 | 34 | ±2 | 4.0 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 36 | ±1 | 3 | 5 | 14 | 44 | 33 | ±2 | 4.0 | ±0.1 | <div></div> | |
| Other Than Full-Time | 40 | ±7 | 2 | 4 | 16 | 31 | 46 | ±10 | 4.1 | ±0.2 | <div></div> | |
| CONUS | 35 | ±1 | 3 | 5 | 15 | 44 | 33 | ±2 | 4.0 | ±0.1 | <div></div> | |
| OCONUS | 41 | ±3 | 3 | 5 | 14 | 42 | 36 | ±4 | 4.0 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 35 | ±1 | 3 | 5 | 14 | 45 | 33 | ±2 | 4.0 | ±0.1 | <div></div> | |
| Non-Permanent | 48 | ±5 | 3 | 6 | 17 | 35 | 39 | ±7 | 4.0 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 36 | ±1 | 3 | 5 | 13 | 44 | 35 | ±2 | 4.0 | ±0.1 | <div></div> | |
| In Bargaining Unit | 35 | ±1 | 4 | 5 | 16 | 44 | 31 | ±2 | 3.9 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**b. The work (e.g., use of skills and abilities, ability to work independently, level of stress)**

| | Percent Responding | | Percentages | | | | | Max ME | Average Importance | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|--------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 35 | ±1 | 3 | 5 | 14 | 44 | 33 | ±2 | 4.0 | ±0.1 | |
| Disability | 39 | ±2 | 3 | 5 | 14 | 42 | 35 | ±3 | 4.0 | ±0.1 | |
| Targeted Disability | 40 | ±3 | 3 | 6 | 18 | 40 | 33 | ±5 | 3.9 | ±0.1 | |
| Other Disability | 38 | ±2 | 4 | 5 | 13 | 43 | 36 | ±4 | 4.0 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 34 | ±1 | 3 | 5 | 13 | 43 | 35 | ±2 | 4.0 | ±0.1 | |
| Veteran | 38 | ±1 | 3 | 5 | 16 | 44 | 31 | ±2 | 4.0 | ±0.1 | |
| 10 Point 30% | 42 | ±3 | 3 | 5 | 15 | 41 | 35 | ±4 | 4.0 | ±0.1 | |
| 10 Point Non-30% | 39 | ±3 | 4 | 6 | 13 | 46 | 31 | ±5 | 3.9 | ±0.1 | |
| 5 Point | 37 | ±2 | 3 | 5 | 16 | 45 | 31 | ±2 | 4.0 | ±0.1 | |
| No Preference | 34 | ±3 | 3 | 7 | 16 | 45 | 29 | ±5 | 3.9 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 31 | ±1 | 3 | 5 | 14 | 48 | 31 | ±2 | 4.0 | ±0.1 | |
| FERS | 38 | ±1 | 3 | 5 | 15 | 43 | 34 | ±2 | 4.0 | ±0.1 | |
| Other Plan | 50 | ±6 | 2 | 5 | 14 | 35 | 44 | ±8 | 4.1 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 39 | ±1 | 3 | 5 | 14 | 44 | 35 | ±2 | 4.0 | ±0.1 | |
| Optional Eligible | 31 | ±2 | 4 | 5 | 16 | 44 | 31 | ±3 | 3.9 | ±0.1 | |
| Discontinued Service | 35 | ±2 | 3 | 5 | 13 | 45 | 34 | ±3 | 4.0 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 38 | ±2 | 3 | 5 | 15 | 40 | 38 | ±4 | 4.0 | ±0.1 | |
| 5 to 10 Years | 43 | ±3 | 4 | 4 | 17 | 41 | 34 | ±4 | 4.0 | ±0.1 | |
| 11 to 20 Years | 38 | ±2 | 3 | 6 | 14 | 44 | 33 | ±2 | 4.0 | ±0.1 | |
| 21 to 30 Years | 34 | ±2 | 3 | 5 | 14 | 46 | 33 | ±2 | 4.0 | ±0.1 | |
| More Than 30 Years | 25 | ±2 | 4 | 5 | 15 | 48 | 28 | ±4 | 3.9 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 41 | ±3 | 2 | 7 | 13 | 38 | 40 | ±5 | 4.1 | ±0.1 | |
| 31 to 40 Years Old | 42 | ±2 | 2 | 5 | 14 | 42 | 37 | ±3 | 4.1 | ±0.1 | |
| 41 to 50 Years Old | 40 | ±2 | 3 | 5 | 15 | 45 | 33 | ±2 | 4.0 | ±0.1 | |
| 51 to 60 Years Old | 30 | ±1 | 4 | 5 | 15 | 45 | 31 | ±2 | 3.9 | ±0.1 | |
| More Than 60 Years Old | 16 | ±2 | 5 | 6 | 20 | 45 | 24 | ±7 | 3.8 | ±0.2 | |
| GENDER | | | | | | | | | | | |
| Male | 35 | ±1 | 3 | 6 | 16 | 46 | 29 | ±2 | 3.9 | ±0.1 | |
| Female | 37 | ±2 | 3 | 4 | 11 | 40 | 41 | ±3 | 4.1 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 34 | ±1 | 3 | 5 | 14 | 45 | 32 | ±2 | 4.0 | ±0.1 | |
| Total Minority | 41 | ±2 | 3 | 5 | 15 | 41 | 36 | ±2 | 4.0 | ±0.1 | |
| Non-Hispanic Black | 46 | ±2 | 4 | 6 | 16 | 37 | 38 | ±3 | 4.0 | ±0.1 | |
| Hispanic | 38 | ±3 | 5 | 4 | 15 | 42 | 34 | ±5 | 4.0 | ±0.1 | |
| Non-Hispanic API | 32 | ±3 | 1 | 3 | 14 | 47 | 34 | ±5 | 4.1 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 26 | ±2 | 3 | 8 | 19 | 45 | 24 | ±4 | 3.8 | ±0.1 | |
| Some College | 37 | ±1 | 3 | 5 | 16 | 44 | 31 | ±2 | 4.0 | ±0.1 | |
| 4-Year Degree | 38 | ±2 | 3 | 4 | 12 | 45 | 36 | ±3 | 4.1 | ±0.1 | |
| Graduate/Professional Degree | 39 | ±2 | 3 | 4 | 9 | 42 | 42 | ±3 | 4.2 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**c. Working relationships (e.g., relationships with coworkers, supervisors, customers)**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Importance | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|-----|-----|-----------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 36 | ±1 | 5 | 8 | 24 | 41 | 23 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Army | 36 | ±2 | 4 | 8 | 23 | 40 | 25 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Navy | 33 | ±2 | 4 | 8 | 25 | 41 | 22 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Air Force | 40 | ±2 | 5 | 8 | 25 | 40 | 22 | ±3 | 3.6 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 34 | ±2 | 4 | 8 | 22 | 42 | 24 | ±3 | 3.7 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 36 | ±1 | 5 | 8 | 23 | 40 | 24 | ±2 | 3.7 | ±0.1 | <div></div> | |
| GS 1 to 4 | 44 | ±5 | 3 | 10 | 26 | 32 | 30 | ±6 | 3.7 | ±0.2 | <div></div> | |
| GS 5 to 8 | 41 | ±2 | 6 | 7 | 21 | 40 | 26 | ±3 | 3.7 | ±0.1 | <div></div> | |
| GS 9 to 12 | 35 | ±1 | 4 | 8 | 24 | 41 | 22 | ±2 | 3.7 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 36 | ±2 | 5 | 8 | 25 | 42 | 20 | ±3 | 3.7 | ±0.1 | <div></div> | |
| SES | 29 | ±8 | 7 | 7 | NR | 38 | 15 | ±13 | 3.5 | ±0.2 | <div></div> | |
| Blue Collar Total | 34 | ±2 | 4 | 9 | 25 | 41 | 21 | ±3 | 3.7 | ±0.1 | <div></div> | |
| WG 1 to 5 | 38 | ±6 | 7 | 13 | 20 | 41 | 20 | ±9 | 3.5 | ±0.3 | <div></div> | |
| WG 6 to 9 | 36 | ±3 | 4 | 7 | 25 | 40 | 25 | ±5 | 3.8 | ±0.2 | <div></div> | |
| WG 10 to 15 | 35 | ±3 | 4 | 10 | 26 | 42 | 19 | ±4 | 3.6 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 29 | ±3 | 2 | 8 | 25 | 43 | 21 | ±6 | 3.7 | ±0.2 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 31 | ±2 | 5 | 9 | 24 | 39 | 23 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Administrative | 37 | ±2 | 4 | 7 | 24 | 42 | 23 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Technical | 38 | ±2 | 5 | 7 | 22 | 40 | 26 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Clerical | 45 | ±3 | 5 | 8 | 23 | 38 | 25 | ±4 | 3.7 | ±0.1 | <div></div> | |
| Other White Collar | 32 | ±4 | 4 | 6 | 23 | 44 | 23 | ±7 | 3.7 | ±0.2 | <div></div> | |
| Blue Collar | 34 | ±2 | 4 | 9 | 25 | 41 | 21 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Scientists | 31 | ±3 | 4 | 8 | 23 | 46 | 19 | ±6 | 3.7 | ±0.1 | <div></div> | |
| Engineers | 29 | ±2 | 6 | 8 | 27 | 43 | 16 | ±3 | 3.6 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 36 | ±2 | 5 | 7 | 22 | 43 | 22 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Manager | 36 | ±3 | 7 | 9 | 24 | 39 | 21 | ±4 | 3.6 | ±0.1 | <div></div> | |
| Wage Leader | 33 | ±5 | 5 | 15 | 21 | 38 | 21 | ±9 | 3.6 | ±0.3 | <div></div> | |
| Wage Supervisor | 31 | ±4 | 5 | 10 | 27 | 38 | 20 | ±7 | 3.6 | ±0.2 | <div></div> | |
| All Others | 36 | ±1 | 4 | 8 | 24 | 40 | 24 | ±2 | 3.7 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 36 | ±1 | 5 | 8 | 23 | 41 | 23 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Other Than Full-Time | 40 | ±7 | 5 | 6 | 26 | 28 | 35 | ±11 | 3.8 | ±0.3 | <div></div> | |
| CONUS | 35 | ±1 | 4 | 8 | 24 | 41 | 23 | ±2 | 3.7 | ±0.1 | <div></div> | |
| OCONUS | 41 | ±3 | 6 | 6 | 22 | 40 | 26 | ±4 | 3.8 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 35 | ±1 | 4 | 8 | 23 | 41 | 23 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Non-Permanent | 49 | ±5 | 5 | 7 | 25 | 36 | 28 | ±7 | 3.7 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 36 | ±1 | 4 | 8 | 23 | 41 | 23 | ±2 | 3.7 | ±0.1 | <div></div> | |
| In Bargaining Unit | 35 | ±1 | 5 | 8 | 24 | 40 | 23 | ±2 | 3.7 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**c. Working relationships (e.g., relationships with coworkers, supervisors, customers)**

| | Percent Responding | | Percentages | | | | | Max ME | Average Importance | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 35 | ±1 | 5 | 8 | 24 | 40 | 23 | ±2 | 3.7 | ±0.1 | <div></div> |
| Disability | 39 | ±2 | 4 | 7 | 22 | 42 | 25 | ±3 | 3.8 | ±0.1 | <div></div> |
| Targeted Disability | 40 | ±3 | 4 | 8 | 23 | 40 | 24 | ±5 | 3.7 | ±0.1 | <div></div> |
| Other Disability | 38 | ±2 | 4 | 6 | 22 | 42 | 25 | ±4 | 3.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 34 | ±1 | 5 | 7 | 23 | 41 | 24 | ±2 | 3.7 | ±0.1 | <div></div> |
| Veteran | 38 | ±1 | 4 | 9 | 24 | 40 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| 10 Point 30% | 42 | ±3 | 5 | 7 | 22 | 41 | 25 | ±4 | 3.7 | ±0.1 | <div></div> |
| 10 Point Non-30% | 39 | ±3 | 5 | 8 | 22 | 40 | 25 | ±5 | 3.7 | ±0.1 | <div></div> |
| 5 Point | 37 | ±2 | 4 | 9 | 26 | 40 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| No Preference | 35 | ±3 | 4 | 11 | 24 | 40 | 21 | ±5 | 3.6 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 31 | ±1 | 5 | 8 | 23 | 43 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| FERS | 38 | ±1 | 5 | 8 | 24 | 40 | 24 | ±2 | 3.7 | ±0.1 | <div></div> |
| Other Plan | 50 | ±6 | 4 | 5 | 22 | 39 | 30 | ±8 | 3.9 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 39 | ±1 | 5 | 8 | 24 | 41 | 23 | ±2 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 31 | ±2 | 4 | 8 | 23 | 40 | 25 | ±3 | 3.7 | ±0.1 | <div></div> |
| Discontinued Service | 35 | ±2 | 5 | 9 | 24 | 41 | 21 | ±3 | 3.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 38 | ±2 | 4 | 8 | 24 | 38 | 26 | ±4 | 3.7 | ±0.1 | <div></div> |
| 5 to 10 Years | 43 | ±3 | 5 | 7 | 24 | 40 | 24 | ±4 | 3.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 39 | ±2 | 4 | 8 | 24 | 40 | 23 | ±2 | 3.7 | ±0.1 | <div></div> |
| 21 to 30 Years | 34 | ±2 | 4 | 8 | 23 | 42 | 23 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 30 Years | 25 | ±2 | 6 | 8 | 22 | 43 | 21 | ±4 | 3.7 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 41 | ±3 | 4 | 9 | 22 | 37 | 27 | ±5 | 3.7 | ±0.2 | <div></div> |
| 31 to 40 Years Old | 43 | ±2 | 5 | 8 | 23 | 40 | 24 | ±3 | 3.7 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 40 | ±2 | 4 | 8 | 23 | 42 | 23 | ±2 | 3.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 30 | ±1 | 5 | 8 | 25 | 40 | 22 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 16 | ±2 | 9 | 6 | 26 | 36 | 24 | ±7 | 3.6 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 35 | ±1 | 4 | 9 | 26 | 42 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |
| Female | 37 | ±2 | 5 | 6 | 20 | 39 | 30 | ±2 | 3.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 34 | ±1 | 5 | 8 | 25 | 41 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |
| Total Minority | 41 | ±2 | 5 | 7 | 21 | 40 | 27 | ±2 | 3.8 | ±0.1 | <div></div> |
| Non-Hispanic Black | 46 | ±2 | 5 | 8 | 22 | 39 | 26 | ±3 | 3.7 | ±0.1 | <div></div> |
| Hispanic | 38 | ±3 | 6 | 7 | 20 | 39 | 29 | ±5 | 3.8 | ±0.1 | <div></div> |
| Non-Hispanic API | 31 | ±3 | 2 | 5 | 20 | 41 | 31 | ±5 | 3.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 26 | ±2 | 4 | 8 | 22 | 46 | 20 | ±4 | 3.7 | ±0.1 | <div></div> |
| Some College | 37 | ±1 | 4 | 8 | 24 | 40 | 24 | ±2 | 3.7 | ±0.1 | <div></div> |
| 4-Year Degree | 38 | ±2 | 5 | 8 | 23 | 41 | 24 | ±3 | 3.7 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 39 | ±2 | 5 | 9 | 23 | 40 | 22 | ±3 | 3.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**d. Opportunities for advancement/recognition (e.g., training opportunities, performance awards, advancements)**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Importance | |
|-----------------------------|----|----|-----------------------|---|-------------|----|----|-----|-----|-----------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 36 | ±1 | 3 | 2 | 9 | 35 | 52 | ±2 | 4.3 | ±0.1 | <div></div> | |
| Army | 36 | ±2 | 3 | 2 | 8 | 35 | 52 | ±2 | 4.3 | ±0.1 | <div></div> | |
| Navy | 33 | ±2 | 2 | 2 | 9 | 37 | 50 | ±3 | 4.3 | ±0.1 | <div></div> | |
| Air Force | 40 | ±2 | 3 | 2 | 9 | 32 | 54 | ±3 | 4.3 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 34 | ±2 | 3 | 3 | 8 | 35 | 51 | ±3 | 4.3 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 36 | ±1 | 3 | 2 | 9 | 34 | 52 | ±2 | 4.3 | ±0.1 | <div></div> | |
| GS 1 to 4 | 44 | ±5 | 2 | 0 | 7 | 26 | 65 | ±6 | 4.5 | ±0.1 | <div></div> | |
| GS 5 to 8 | 41 | ±2 | 3 | 1 | 5 | 27 | 64 | ±3 | 4.5 | ±0.1 | <div></div> | |
| GS 9 to 12 | 35 | ±1 | 2 | 2 | 9 | 38 | 48 | ±2 | 4.3 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 36 | ±2 | 3 | 4 | 12 | 39 | 43 | ±3 | 4.1 | ±0.1 | <div></div> | |
| SES | 29 | ±8 | 11 | 7 | 16 | NR | 20 | ±10 | 3.6 | ±0.3 | <div></div> | |
| Blue Collar Total | 34 | ±2 | 2 | 2 | 9 | 36 | 51 | ±3 | 4.3 | ±0.1 | <div></div> | |
| WG 1 to 5 | 38 | ±6 | 4 | 3 | 6 | 33 | 55 | ±9 | 4.3 | ±0.2 | <div></div> | |
| WG 6 to 9 | 36 | ±3 | 3 | 1 | 8 | 34 | 54 | ±6 | 4.4 | ±0.1 | <div></div> | |
| WG 10 to 15 | 35 | ±3 | 2 | 2 | 7 | 37 | 51 | ±4 | 4.3 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 29 | ±3 | 2 | 3 | 15 | 40 | 41 | ±6 | 4.1 | ±0.2 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 31 | ±2 | 3 | 3 | 11 | 38 | 44 | ±3 | 4.2 | ±0.1 | <div></div> | |
| Administrative | 37 | ±2 | 2 | 2 | 9 | 38 | 48 | ±2 | 4.3 | ±0.1 | <div></div> | |
| Technical | 38 | ±2 | 3 | 1 | 6 | 30 | 60 | ±3 | 4.4 | ±0.1 | <div></div> | |
| Clerical | 44 | ±3 | 2 | 1 | 5 | 25 | 67 | ±4 | 4.5 | ±0.1 | <div></div> | |
| Other White Collar | 32 | ±4 | 3 | 2 | 11 | 36 | 48 | ±7 | 4.2 | ±0.2 | <div></div> | |
| Blue Collar | 34 | ±2 | 3 | 2 | 8 | 36 | 51 | ±3 | 4.3 | ±0.1 | <div></div> | |
| Scientists | 31 | ±3 | 3 | 4 | 12 | 43 | 38 | ±6 | 4.1 | ±0.1 | <div></div> | |
| Engineers | 29 | ±2 | 3 | 3 | 12 | 40 | 42 | ±3 | 4.2 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 36 | ±2 | 3 | 2 | 9 | 38 | 48 | ±3 | 4.3 | ±0.1 | <div></div> | |
| Manager | 35 | ±3 | 5 | 4 | 11 | 35 | 45 | ±4 | 4.1 | ±0.1 | <div></div> | |
| Wage Leader | 33 | ±5 | 5 | 3 | 10 | 36 | 46 | ±9 | 4.2 | ±0.2 | <div></div> | |
| Wage Supervisor | 31 | ±4 | 3 | 5 | 18 | 37 | 37 | ±7 | 4.0 | ±0.2 | <div></div> | |
| All Others | 36 | ±1 | 2 | 2 | 8 | 34 | 54 | ±2 | 4.4 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 36 | ±1 | 3 | 2 | 9 | 35 | 52 | ±2 | 4.3 | ±0.1 | <div></div> | |
| Other Than Full-Time | 40 | ±7 | 3 | 0 | 10 | 35 | 52 | ±11 | 4.3 | ±0.2 | <div></div> | |
| CONUS | 35 | ±1 | 3 | 2 | 8 | 35 | 52 | ±2 | 4.3 | ±0.1 | <div></div> | |
| OCONUS | 42 | ±3 | 3 | 2 | 11 | 33 | 50 | ±4 | 4.3 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 35 | ±1 | 3 | 2 | 8 | 35 | 52 | ±2 | 4.3 | ±0.1 | <div></div> | |
| Non-Permanent | 48 | ±5 | 3 | 2 | 10 | 35 | 51 | ±7 | 4.3 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 36 | ±1 | 3 | 3 | 10 | 35 | 50 | ±2 | 4.3 | ±0.1 | <div></div> | |
| In Bargaining Unit | 35 | ±1 | 3 | 1 | 7 | 34 | 54 | ±2 | 4.4 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**d. Opportunities for advancement/recognition (e.g., training opportunities, performance awards, advancements)**

| | Percent Responding | | Percentages | | | | | Max ME | Average Importance | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 35 | ±1 | 3 | 2 | 9 | 35 | 51 | ±2 | 4.3 | ±0.1 | <div></div> |
| Disability | 39 | ±2 | 3 | 1 | 8 | 33 | 55 | ±3 | 4.4 | ±0.1 | <div></div> |
| Targeted Disability | 40 | ±3 | 3 | 2 | 9 | 31 | 56 | ±5 | 4.3 | ±0.1 | <div></div> |
| Other Disability | 38 | ±2 | 3 | 1 | 7 | 33 | 55 | ±4 | 4.4 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 34 | ±1 | 3 | 2 | 8 | 34 | 53 | ±2 | 4.3 | ±0.1 | <div></div> |
| Veteran | 38 | ±1 | 3 | 2 | 9 | 35 | 51 | ±2 | 4.3 | ±0.1 | <div></div> |
| 10 Point 30% | 41 | ±3 | 3 | 1 | 9 | 32 | 55 | ±4 | 4.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 39 | ±3 | 3 | 2 | 8 | 35 | 51 | ±5 | 4.3 | ±0.1 | <div></div> |
| 5 Point | 37 | ±2 | 2 | 2 | 10 | 36 | 50 | ±2 | 4.3 | ±0.1 | <div></div> |
| No Preference | 34 | ±3 | 3 | 3 | 7 | 39 | 48 | ±5 | 4.3 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 31 | ±1 | 3 | 4 | 11 | 37 | 46 | ±2 | 4.2 | ±0.1 | <div></div> |
| FERS | 38 | ±1 | 2 | 2 | 7 | 34 | 54 | ±2 | 4.4 | ±0.1 | <div></div> |
| Other Plan | 49 | ±6 | 2 | 2 | 11 | 28 | 57 | ±8 | 4.4 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 39 | ±1 | 2 | 2 | 8 | 35 | 53 | ±2 | 4.3 | ±0.1 | <div></div> |
| Optional Eligible | 32 | ±2 | 3 | 3 | 9 | 35 | 50 | ±3 | 4.3 | ±0.1 | <div></div> |
| Discontinued Service | 35 | ±2 | 3 | 2 | 9 | 35 | 51 | ±3 | 4.3 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 38 | ±2 | 2 | 2 | 10 | 31 | 55 | ±4 | 4.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 43 | ±3 | 3 | 2 | 6 | 31 | 58 | ±4 | 4.4 | ±0.1 | <div></div> |
| 11 to 20 Years | 38 | ±2 | 2 | 2 | 7 | 35 | 54 | ±2 | 4.4 | ±0.1 | <div></div> |
| 21 to 30 Years | 34 | ±2 | 3 | 2 | 9 | 37 | 49 | ±2 | 4.3 | ±0.1 | <div></div> |
| More Than 30 Years | 25 | ±2 | 3 | 6 | 15 | 37 | 39 | ±4 | 4.0 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 40 | ±3 | 2 | 2 | 9 | 30 | 58 | ±5 | 4.4 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 43 | ±2 | 2 | 1 | 7 | 32 | 58 | ±3 | 4.4 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 40 | ±2 | 2 | 2 | 7 | 36 | 53 | ±2 | 4.4 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 30 | ±1 | 4 | 3 | 11 | 37 | 45 | ±2 | 4.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 16 | ±2 | 5 | 4 | 14 | 34 | 43 | ±7 | 4.1 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 35 | ±1 | 3 | 2 | 10 | 38 | 47 | ±2 | 4.2 | ±0.1 | <div></div> |
| Female | 37 | ±2 | 3 | 2 | 6 | 30 | 59 | ±3 | 4.4 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 34 | ±1 | 3 | 3 | 10 | 37 | 48 | ±2 | 4.2 | ±0.1 | <div></div> |
| Total Minority | 41 | ±2 | 3 | 1 | 6 | 30 | 60 | ±2 | 4.4 | ±0.1 | <div></div> |
| Non-Hispanic Black | 46 | ±2 | 2 | 2 | 5 | 25 | 66 | ±3 | 4.5 | ±0.1 | <div></div> |
| Hispanic | 38 | ±3 | 4 | 1 | 5 | 33 | 57 | ±5 | 4.4 | ±0.1 | <div></div> |
| Non-Hispanic API | 31 | ±3 | 2 | 1 | 10 | 39 | 48 | ±6 | 4.3 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 26 | ±2 | 3 | 3 | 9 | 38 | 48 | ±4 | 4.3 | ±0.1 | <div></div> |
| Some College | 37 | ±1 | 2 | 2 | 8 | 33 | 55 | ±2 | 4.4 | ±0.1 | <div></div> |
| 4-Year Degree | 38 | ±2 | 3 | 2 | 9 | 37 | 49 | ±3 | 4.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 39 | ±2 | 3 | 3 | 9 | 36 | 50 | ±3 | 4.3 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**e. Better pay**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Importance | |
|-----------------------------|----|----|--------------------|---|-------------|----|----|-----|-----|--------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 36 | ±1 | 3 | 3 | 14 | 35 | 45 | ±2 | 4.2 | ±0.1 | <div></div> | |
| Army | 36 | ±2 | 2 | 3 | 13 | 35 | 46 | ±2 | 4.2 | ±0.1 | <div></div> | |
| Navy | 33 | ±2 | 3 | 3 | 14 | 36 | 44 | ±3 | 4.2 | ±0.1 | <div></div> | |
| Air Force | 40 | ±2 | 3 | 3 | 13 | 35 | 46 | ±3 | 4.2 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 34 | ±2 | 3 | 4 | 16 | 36 | 43 | ±3 | 4.1 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 36 | ±1 | 3 | 3 | 14 | 35 | 45 | ±2 | 4.2 | ±0.1 | <div></div> | |
| GS 1 to 4 | 44 | ±5 | 2 | 1 | 7 | 27 | 63 | ±6 | 4.5 | ±0.2 | <div></div> | |
| GS 5 to 8 | 41 | ±2 | 2 | 1 | 9 | 30 | 57 | ±3 | 4.4 | ±0.1 | <div></div> | |
| GS 9 to 12 | 35 | ±1 | 3 | 4 | 16 | 38 | 40 | ±2 | 4.1 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 36 | ±2 | 3 | 5 | 20 | 40 | 32 | ±3 | 3.9 | ±0.1 | <div></div> | |
| SES | 29 | ±8 | 10 | 8 | 19 | NR | 25 | ±10 | 3.6 | ±0.3 | <div></div> | |
| Blue Collar Total | 34 | ±2 | 2 | 3 | 13 | 36 | 46 | ±3 | 4.2 | ±0.1 | <div></div> | |
| WG 1 to 5 | 38 | ±6 | 3 | 5 | 8 | 37 | 47 | ±9 | 4.2 | ±0.2 | <div></div> | |
| WG 6 to 9 | 36 | ±3 | 2 | 4 | 13 | 32 | 49 | ±6 | 4.2 | ±0.1 | <div></div> | |
| WG 10 to 15 | 34 | ±3 | 2 | 2 | 13 | 38 | 45 | ±4 | 4.2 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 29 | ±3 | 2 | 4 | 15 | 37 | 41 | ±6 | 4.1 | ±0.2 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 31 | ±2 | 3 | 5 | 19 | 37 | 36 | ±3 | 4.0 | ±0.1 | <div></div> | |
| Administrative | 37 | ±2 | 3 | 4 | 16 | 39 | 39 | ±2 | 4.1 | ±0.1 | <div></div> | |
| Technical | 38 | ±2 | 2 | 2 | 10 | 32 | 54 | ±3 | 4.3 | ±0.1 | <div></div> | |
| Clerical | 44 | ±3 | 2 | 1 | 7 | 28 | 62 | ±4 | 4.5 | ±0.1 | <div></div> | |
| Other White Collar | 32 | ±4 | 2 | 2 | 19 | 32 | 44 | ±7 | 4.1 | ±0.2 | <div></div> | |
| Blue Collar | 34 | ±2 | 2 | 3 | 12 | 36 | 46 | ±3 | 4.2 | ±0.1 | <div></div> | |
| Scientists | 31 | ±3 | 3 | 6 | 26 | 33 | 32 | ±6 | 3.8 | ±0.2 | <div></div> | |
| Engineers | 29 | ±2 | 2 | 4 | 17 | 41 | 36 | ±3 | 4.0 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 36 | ±2 | 3 | 4 | 16 | 38 | 40 | ±3 | 4.1 | ±0.1 | <div></div> | |
| Manager | 35 | ±3 | 4 | 4 | 15 | 37 | 40 | ±4 | 4.1 | ±0.1 | <div></div> | |
| Wage Leader | 32 | ±5 | 4 | 3 | 9 | 38 | 45 | ±9 | 4.2 | ±0.2 | <div></div> | |
| Wage Supervisor | 30 | ±4 | 3 | 5 | 20 | 32 | 40 | ±7 | 4.0 | ±0.2 | <div></div> | |
| All Others | 36 | ±1 | 2 | 3 | 14 | 35 | 46 | ±2 | 4.2 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 36 | ±1 | 3 | 3 | 14 | 36 | 44 | ±2 | 4.2 | ±0.1 | <div></div> | |
| Other Than Full-Time | 39 | ±7 | 2 | 1 | 14 | 27 | 55 | ±11 | 4.3 | ±0.2 | <div></div> | |
| CONUS | 35 | ±1 | 2 | 3 | 14 | 35 | 45 | ±2 | 4.2 | ±0.1 | <div></div> | |
| OCONUS | 41 | ±3 | 3 | 5 | 16 | 37 | 40 | ±5 | 4.1 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 35 | ±1 | 3 | 3 | 14 | 35 | 45 | ±2 | 4.2 | ±0.1 | <div></div> | |
| Non-Permanent | 48 | ±5 | 2 | 2 | 13 | 35 | 47 | ±7 | 4.2 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 36 | ±1 | 3 | 4 | 15 | 36 | 43 | ±2 | 4.1 | ±0.1 | <div></div> | |
| In Bargaining Unit | 35 | ±1 | 2 | 3 | 12 | 35 | 48 | ±2 | 4.2 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**e. Better pay**

| | Percent Responding | | Percentages | | | | | Max ME | Average Importance | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 35 | ±1 | 2 | 4 | 14 | 36 | 45 | ±2 | 4.2 | ±0.1 | <div></div> |
| Disability | 39 | ±2 | 3 | 2 | 14 | 35 | 46 | ±3 | 4.2 | ±0.1 | <div></div> |
| Targeted Disability | 40 | ±3 | 3 | 2 | 14 | 32 | 48 | ±5 | 4.2 | ±0.1 | <div></div> |
| Other Disability | 38 | ±2 | 3 | 2 | 14 | 36 | 46 | ±4 | 4.2 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 34 | ±1 | 3 | 3 | 14 | 35 | 46 | ±2 | 4.2 | ±0.1 | <div></div> |
| Veteran | 38 | ±1 | 2 | 4 | 14 | 36 | 43 | ±2 | 4.1 | ±0.1 | <div></div> |
| 10 Point 30% | 42 | ±3 | 3 | 2 | 13 | 34 | 47 | ±4 | 4.2 | ±0.1 | <div></div> |
| 10 Point Non-30% | 39 | ±3 | 3 | 2 | 17 | 37 | 42 | ±5 | 4.1 | ±0.1 | <div></div> |
| 5 Point | 37 | ±2 | 2 | 4 | 14 | 37 | 42 | ±2 | 4.1 | ±0.1 | <div></div> |
| No Preference | 34 | ±3 | 2 | 5 | 14 | 36 | 43 | ±5 | 4.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 30 | ±1 | 3 | 4 | 16 | 36 | 41 | ±2 | 4.1 | ±0.1 | <div></div> |
| FERS | 38 | ±1 | 2 | 3 | 13 | 35 | 46 | ±2 | 4.2 | ±0.1 | <div></div> |
| Other Plan | 50 | ±6 | 1 | 3 | 13 | 29 | 53 | ±8 | 4.3 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 39 | ±1 | 2 | 3 | 14 | 35 | 45 | ±2 | 4.2 | ±0.1 | <div></div> |
| Optional Eligible | 31 | ±2 | 3 | 3 | 14 | 35 | 45 | ±3 | 4.2 | ±0.1 | <div></div> |
| Discontinued Service | 35 | ±2 | 3 | 4 | 14 | 36 | 44 | ±3 | 4.1 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 38 | ±2 | 2 | 3 | 12 | 32 | 52 | ±4 | 4.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 43 | ±3 | 3 | 4 | 14 | 33 | 46 | ±4 | 4.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 38 | ±2 | 2 | 3 | 13 | 36 | 46 | ±2 | 4.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 34 | ±2 | 3 | 3 | 15 | 37 | 43 | ±2 | 4.1 | ±0.1 | <div></div> |
| More Than 30 Years | 24 | ±2 | 3 | 6 | 20 | 38 | 34 | ±4 | 3.9 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 40 | ±3 | 3 | 3 | 10 | 28 | 57 | ±5 | 4.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 43 | ±2 | 2 | 3 | 12 | 33 | 51 | ±3 | 4.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 40 | ±2 | 2 | 3 | 14 | 37 | 44 | ±2 | 4.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 30 | ±1 | 4 | 4 | 17 | 37 | 38 | ±2 | 4.0 | ±0.1 | <div></div> |
| More Than 60 Years Old | 15 | ±2 | 5 | 5 | 19 | 34 | 37 | ±8 | 3.9 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 35 | ±1 | 2 | 4 | 15 | 38 | 41 | ±2 | 4.1 | ±0.1 | <div></div> |
| Female | 37 | ±2 | 3 | 3 | 12 | 31 | 51 | ±3 | 4.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 34 | ±1 | 3 | 4 | 16 | 37 | 40 | ±2 | 4.1 | ±0.1 | <div></div> |
| Total Minority | 41 | ±2 | 2 | 2 | 9 | 32 | 55 | ±3 | 4.4 | ±0.1 | <div></div> |
| Non-Hispanic Black | 46 | ±2 | 2 | 2 | 7 | 28 | 60 | ±3 | 4.4 | ±0.1 | <div></div> |
| Hispanic | 38 | ±3 | 3 | 1 | 9 | 34 | 53 | ±5 | 4.3 | ±0.1 | <div></div> |
| Non-Hispanic API | 31 | ±3 | 2 | 2 | 14 | 39 | 42 | ±5 | 4.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 26 | ±2 | 2 | 2 | 13 | 34 | 49 | ±4 | 4.2 | ±0.1 | <div></div> |
| Some College | 37 | ±1 | 2 | 3 | 13 | 35 | 47 | ±2 | 4.2 | ±0.1 | <div></div> |
| 4-Year Degree | 38 | ±2 | 2 | 4 | 15 | 36 | 43 | ±3 | 4.1 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 39 | ±2 | 3 | 5 | 17 | 38 | 37 | ±3 | 4.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**f. Job security**1. Very unimportant
4. Important2. Unimportant
5. Very important

3. Neither important nor unimportant

| Percent Responding | | | Percentages | | | | | Max ME | Average Importance | | |
|-----------------------------|----|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 35 | ±1 | 3 | 5 | 14 | 34 | 43 | ±2 | 4.1 | ±0.1 | <div></div> |
| Army | 36 | ±2 | 4 | 6 | 15 | 34 | 42 | ±2 | 4.0 | ±0.1 | <div></div> |
| Navy | 33 | ±2 | 3 | 6 | 13 | 36 | 42 | ±3 | 4.1 | ±0.1 | <div></div> |
| Air Force | 39 | ±2 | 3 | 4 | 15 | 34 | 43 | ±3 | 4.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 34 | ±2 | 3 | 6 | 13 | 32 | 46 | ±3 | 4.1 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 36 | ±1 | 4 | 6 | 15 | 34 | 42 | ±2 | 4.1 | ±0.1 | <div></div> |
| GS 1 to 4 | 43 | ±5 | 3 | 4 | 10 | 27 | 56 | ±7 | 4.3 | ±0.2 | <div></div> |
| GS 5 to 8 | 41 | ±2 | 3 | 3 | 11 | 30 | 53 | ±3 | 4.3 | ±0.1 | <div></div> |
| GS 9 to 12 | 35 | ±1 | 3 | 5 | 15 | 35 | 41 | ±2 | 4.1 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 35 | ±2 | 4 | 9 | 20 | 41 | 26 | ±3 | 3.8 | ±0.1 | <div></div> |
| SES | 29 | ±8 | 12 | NR | 31 | 19 | 5 | ±12 | 2.7 | ±0.3 | <div></div> |
| Blue Collar Total | 34 | ±2 | 3 | 5 | 12 | 33 | 47 | ±3 | 4.2 | ±0.1 | <div></div> |
| WG 1 to 5 | 38 | ±6 | 3 | 1 | 8 | 34 | 54 | ±9 | 4.3 | ±0.2 | <div></div> |
| WG 6 to 9 | 36 | ±3 | 3 | 5 | 12 | 28 | 52 | ±6 | 4.2 | ±0.2 | <div></div> |
| WG 10 to 15 | 34 | ±3 | 3 | 5 | 13 | 35 | 44 | ±4 | 4.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 29 | ±3 | 3 | 6 | 14 | 37 | 40 | ±6 | 4.0 | ±0.2 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 31 | ±2 | 4 | 9 | 20 | 38 | 29 | ±3 | 3.8 | ±0.1 | <div></div> |
| Administrative | 37 | ±2 | 3 | 5 | 15 | 36 | 41 | ±2 | 4.0 | ±0.1 | <div></div> |
| Technical | 38 | ±2 | 4 | 4 | 12 | 31 | 49 | ±3 | 4.2 | ±0.1 | <div></div> |
| Clerical | 44 | ±3 | 3 | 3 | 9 | 27 | 58 | ±4 | 4.3 | ±0.1 | <div></div> |
| Other White Collar | 32 | ±4 | 1 | 5 | 14 | 38 | 42 | ±7 | 4.2 | ±0.2 | <div></div> |
| Blue Collar | 33 | ±2 | 3 | 5 | 13 | 33 | 46 | ±3 | 4.2 | ±0.1 | <div></div> |
| Scientists | 31 | ±3 | 6 | 10 | 23 | 34 | 28 | ±6 | 3.7 | ±0.2 | <div></div> |
| Engineers | 29 | ±2 | 5 | 8 | 21 | 40 | 26 | ±3 | 3.7 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 35 | ±2 | 4 | 6 | 17 | 35 | 39 | ±3 | 4.0 | ±0.1 | <div></div> |
| Manager | 35 | ±3 | 5 | 10 | 16 | 36 | 33 | ±4 | 3.8 | ±0.1 | <div></div> |
| Wage Leader | 32 | ±5 | 5 | 8 | 13 | 33 | 41 | ±9 | 4.0 | ±0.3 | <div></div> |
| Wage Supervisor | 30 | ±4 | 1 | 5 | 17 | 42 | 35 | ±7 | 4.0 | ±0.2 | <div></div> |
| All Others | 36 | ±1 | 3 | 5 | 14 | 33 | 45 | ±2 | 4.1 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 35 | ±1 | 3 | 5 | 14 | 34 | 43 | ±2 | 4.1 | ±0.1 | <div></div> |
| Other Than Full-Time | 40 | ±7 | 3 | 5 | 14 | 30 | 48 | ±11 | 4.1 | ±0.3 | <div></div> |
| CONUS | 35 | ±1 | 3 | 5 | 14 | 34 | 43 | ±2 | 4.1 | ±0.1 | <div></div> |
| OCONUS | 41 | ±3 | 5 | 5 | 14 | 33 | 43 | ±4 | 4.0 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 35 | ±1 | 4 | 6 | 14 | 34 | 42 | ±2 | 4.1 | ±0.1 | <div></div> |
| Non-Permanent | 47 | ±5 | 3 | 2 | 12 | 27 | 57 | ±7 | 4.3 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 36 | ±1 | 4 | 6 | 15 | 35 | 40 | ±2 | 4.0 | ±0.1 | <div></div> |
| In Bargaining Unit | 35 | ±1 | 3 | 5 | 13 | 33 | 47 | ±2 | 4.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**f. Job security**

| | Percent Responding | | Percentages | | | | | Max ME | Average Importance | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 35 | ±1 | 3 | 6 | 15 | 34 | 42 | ±2 | 4.1 | ±0.1 | <div></div> |
| Disability | 38 | ±2 | 4 | 5 | 12 | 33 | 46 | ±3 | 4.1 | ±0.1 | <div></div> |
| Targeted Disability | 39 | ±3 | 4 | 7 | 11 | 30 | 47 | ±5 | 4.1 | ±0.1 | <div></div> |
| Other Disability | 38 | ±2 | 4 | 4 | 13 | 35 | 45 | ±4 | 4.1 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 34 | ±1 | 3 | 5 | 14 | 34 | 44 | ±2 | 4.1 | ±0.1 | <div></div> |
| Veteran | 37 | ±1 | 4 | 6 | 15 | 34 | 42 | ±2 | 4.0 | ±0.1 | <div></div> |
| 10 Point 30% | 40 | ±3 | 3 | 5 | 12 | 32 | 48 | ±4 | 4.2 | ±0.1 | <div></div> |
| 10 Point Non-30% | 38 | ±3 | 3 | 4 | 13 | 35 | 44 | ±5 | 4.1 | ±0.1 | <div></div> |
| 5 Point | 37 | ±2 | 4 | 6 | 16 | 34 | 40 | ±2 | 4.0 | ±0.1 | <div></div> |
| No Preference | 34 | ±3 | 2 | 7 | 14 | 34 | 42 | ±5 | 4.1 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 30 | ±1 | 4 | 7 | 18 | 35 | 36 | ±2 | 3.9 | ±0.1 | <div></div> |
| FERS | 37 | ±1 | 3 | 5 | 12 | 34 | 45 | ±2 | 4.1 | ±0.1 | <div></div> |
| Other Plan | 49 | ±6 | 2 | 2 | 17 | 25 | 54 | ±8 | 4.3 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 38 | ±1 | 3 | 5 | 14 | 34 | 45 | ±2 | 4.1 | ±0.1 | <div></div> |
| Optional Eligible | 31 | ±2 | 4 | 6 | 15 | 34 | 40 | ±3 | 4.0 | ±0.1 | <div></div> |
| Discontinued Service | 35 | ±2 | 4 | 6 | 15 | 36 | 40 | ±3 | 4.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 38 | ±2 | 3 | 5 | 13 | 32 | 48 | ±4 | 4.2 | ±0.1 | <div></div> |
| 5 to 10 Years | 42 | ±3 | 4 | 3 | 13 | 35 | 45 | ±4 | 4.1 | ±0.1 | <div></div> |
| 11 to 20 Years | 38 | ±2 | 3 | 5 | 12 | 34 | 47 | ±2 | 4.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 34 | ±2 | 4 | 5 | 15 | 35 | 40 | ±2 | 4.0 | ±0.1 | <div></div> |
| More Than 30 Years | 24 | ±2 | 5 | 12 | 23 | 33 | 27 | ±4 | 3.7 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 40 | ±3 | 3 | 5 | 15 | 32 | 45 | ±5 | 4.1 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 42 | ±2 | 3 | 5 | 12 | 30 | 50 | ±3 | 4.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 40 | ±2 | 3 | 4 | 12 | 35 | 45 | ±2 | 4.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 29 | ±1 | 5 | 7 | 18 | 35 | 35 | ±2 | 3.9 | ±0.1 | <div></div> |
| More Than 60 Years Old | 15 | ±2 | 5 | 10 | 23 | 30 | 32 | ±8 | 3.7 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 35 | ±1 | 4 | 6 | 16 | 36 | 38 | ±2 | 4.0 | ±0.1 | <div></div> |
| Female | 37 | ±2 | 3 | 4 | 11 | 31 | 51 | ±3 | 4.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 33 | ±1 | 3 | 6 | 16 | 36 | 38 | ±2 | 4.0 | ±0.1 | <div></div> |
| Total Minority | 40 | ±2 | 3 | 3 | 9 | 30 | 54 | ±3 | 4.3 | ±0.1 | <div></div> |
| Non-Hispanic Black | 45 | ±2 | 3 | 3 | 8 | 27 | 58 | ±3 | 4.3 | ±0.1 | <div></div> |
| Hispanic | 37 | ±3 | 4 | 3 | 10 | 31 | 51 | ±5 | 4.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 31 | ±3 | 3 | 2 | 11 | 36 | 47 | ±6 | 4.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 25 | ±2 | 4 | 4 | 10 | 33 | 49 | ±4 | 4.2 | ±0.1 | <div></div> |
| Some College | 36 | ±1 | 3 | 4 | 13 | 31 | 49 | ±2 | 4.2 | ±0.1 | <div></div> |
| 4-Year Degree | 37 | ±2 | 3 | 6 | 15 | 38 | 38 | ±3 | 4.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 38 | ±2 | 5 | 9 | 21 | 37 | 28 | ±3 | 3.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**g. Other**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Importance | |
|-----------------------------|----|----|--------------------|---|-------------|----|----|-----|-----|--------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 30 | ±1 | 4 | 4 | 48 | 23 | 21 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Army | 31 | ±2 | 4 | 4 | 49 | 22 | 22 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Navy | 28 | ±2 | 4 | 4 | 48 | 25 | 20 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Air Force | 33 | ±2 | 3 | 3 | 50 | 22 | 22 | ±3 | 3.6 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 29 | ±2 | 3 | 4 | 45 | 25 | 23 | ±4 | 3.6 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 31 | ±1 | 4 | 3 | 49 | 22 | 21 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS 1 to 4 | 37 | ±5 | 2 | 3 | 44 | 22 | 30 | ±7 | 3.7 | ±0.2 | <div></div> | |
| GS 5 to 8 | 35 | ±2 | 4 | 3 | 44 | 24 | 25 | ±3 | 3.6 | ±0.1 | <div></div> | |
| GS 9 to 12 | 30 | ±1 | 4 | 3 | 52 | 23 | 19 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 30 | ±2 | 4 | 6 | 56 | 20 | 15 | ±3 | 3.4 | ±0.1 | <div></div> | |
| SES | 24 | ±8 | 9 | 6 | 40 | 15 | NR | ±16 | 3.5 | ±0.6 | <div></div> | |
| Blue Collar Total | 28 | ±2 | 3 | 4 | 44 | 26 | 23 | ±3 | 3.6 | ±0.1 | <div></div> | |
| WG 1 to 5 | 31 | ±5 | 4 | 2 | 38 | 29 | 26 | ±10 | 3.7 | ±0.2 | <div></div> | |
| WG 6 to 9 | 29 | ±3 | 2 | 4 | 43 | 26 | 25 | ±6 | 3.7 | ±0.2 | <div></div> | |
| WG 10 to 15 | 29 | ±3 | 4 | 4 | 46 | 25 | 21 | ±5 | 3.5 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 23 | ±3 | 1 | 4 | 45 | 28 | 21 | ±7 | 3.6 | ±0.2 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 27 | ±2 | 4 | 4 | 53 | 22 | 17 | ±3 | 3.4 | ±0.1 | <div></div> | |
| Administrative | 32 | ±2 | 4 | 3 | 51 | 22 | 20 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Technical | 32 | ±2 | 4 | 3 | 47 | 24 | 23 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Clerical | 37 | ±3 | 4 | 3 | 41 | 23 | 29 | ±5 | 3.7 | ±0.1 | <div></div> | |
| Other White Collar | 27 | ±4 | 2 | 3 | 50 | 23 | 22 | ±8 | 3.6 | ±0.2 | <div></div> | |
| Blue Collar | 28 | ±2 | 3 | 4 | 44 | 26 | 23 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Scientists | 28 | ±3 | 3 | 5 | 56 | 19 | 16 | ±6 | 3.4 | ±0.2 | <div></div> | |
| Engineers | 25 | ±2 | 6 | 4 | 57 | 20 | 13 | ±4 | 3.3 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 30 | ±2 | 4 | 4 | 52 | 22 | 19 | ±4 | 3.5 | ±0.1 | <div></div> | |
| Manager | 29 | ±3 | 6 | 6 | 51 | 21 | 17 | ±5 | 3.4 | ±0.1 | <div></div> | |
| Wage Leader | 26 | ±5 | 5 | 7 | 37 | 30 | 21 | ±10 | 3.6 | ±0.3 | <div></div> | |
| Wage Supervisor | 26 | ±4 | 2 | 2 | 51 | 26 | 19 | ±8 | 3.6 | ±0.2 | <div></div> | |
| All Others | 31 | ±1 | 4 | 3 | 47 | 23 | 22 | ±2 | 3.6 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 30 | ±1 | 4 | 4 | 48 | 23 | 21 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Other Than Full-Time | 34 | ±6 | 2 | 1 | 38 | 20 | 39 | ±12 | 3.9 | ±0.3 | <div></div> | |
| CONUS | 30 | ±1 | 4 | 4 | 48 | 23 | 21 | ±2 | 3.5 | ±0.1 | <div></div> | |
| OCONUS | 35 | ±3 | 5 | 4 | 44 | 24 | 23 | ±5 | 3.6 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 29 | ±1 | 4 | 4 | 48 | 23 | 21 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Non-Permanent | 43 | ±5 | 3 | 2 | 46 | 20 | 28 | ±7 | 3.7 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 30 | ±1 | 4 | 4 | 49 | 23 | 21 | ±2 | 3.5 | ±0.1 | <div></div> | |
| In Bargaining Unit | 30 | ±1 | 4 | 3 | 47 | 24 | 22 | ±2 | 3.6 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?

g. Other

| | Percent Responding | | Percentages | | | | | Max ME | Average Importance | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 30 | ±1 | 4 | 4 | 49 | 23 | 21 | ±2 | 3.5 | ±0.1 | <div></div> |
| Disability | 33 | ±2 | 4 | 4 | 46 | 24 | 23 | ±3 | 3.6 | ±0.1 | <div></div> |
| Targeted Disability | 34 | ±3 | 4 | 4 | 46 | 23 | 23 | ±5 | 3.6 | ±0.1 | <div></div> |
| Other Disability | 32 | ±2 | 4 | 3 | 45 | 25 | 22 | ±4 | 3.6 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 29 | ±1 | 4 | 3 | 48 | 23 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| Veteran | 32 | ±1 | 4 | 4 | 48 | 24 | 21 | ±2 | 3.5 | ±0.1 | <div></div> |
| 10 Point 30% | 35 | ±3 | 5 | 4 | 46 | 24 | 22 | ±5 | 3.5 | ±0.1 | <div></div> |
| 10 Point Non-30% | 33 | ±3 | 4 | 4 | 49 | 22 | 22 | ±5 | 3.5 | ±0.1 | <div></div> |
| 5 Point | 31 | ±2 | 4 | 4 | 48 | 25 | 20 | ±3 | 3.5 | ±0.1 | <div></div> |
| No Preference | 29 | ±3 | 2 | 5 | 51 | 19 | 23 | ±6 | 3.5 | ±0.2 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 25 | ±1 | 3 | 4 | 47 | 24 | 21 | ±3 | 3.5 | ±0.1 | <div></div> |
| FERS | 32 | ±1 | 4 | 3 | 49 | 23 | 21 | ±2 | 3.5 | ±0.1 | <div></div> |
| Other Plan | 43 | ±6 | 3 | 3 | 42 | 19 | 33 | ±9 | 3.8 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 33 | ±1 | 4 | 3 | 49 | 22 | 22 | ±2 | 3.5 | ±0.1 | <div></div> |
| Optional Eligible | 26 | ±2 | 4 | 4 | 45 | 25 | 22 | ±3 | 3.6 | ±0.1 | <div></div> |
| Discontinued Service | 30 | ±2 | 3 | 4 | 48 | 25 | 19 | ±4 | 3.5 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 33 | ±2 | 3 | 3 | 47 | 22 | 25 | ±4 | 3.6 | ±0.1 | <div></div> |
| 5 to 10 Years | 36 | ±3 | 5 | 3 | 50 | 22 | 20 | ±4 | 3.5 | ±0.1 | <div></div> |
| 11 to 20 Years | 33 | ±2 | 4 | 3 | 49 | 23 | 22 | ±3 | 3.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 28 | ±2 | 3 | 4 | 47 | 25 | 21 | ±3 | 3.5 | ±0.1 | <div></div> |
| More Than 30 Years | 20 | ±2 | 5 | 6 | 49 | 23 | 18 | ±4 | 3.4 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 35 | ±3 | 3 | 3 | 47 | 20 | 26 | ±6 | 3.6 | ±0.2 | <div></div> |
| 31 to 40 Years Old | 37 | ±2 | 4 | 3 | 49 | 22 | 23 | ±3 | 3.6 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 34 | ±2 | 3 | 4 | 50 | 23 | 20 | ±2 | 3.5 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 24 | ±1 | 5 | 5 | 44 | 26 | 20 | ±3 | 3.5 | ±0.1 | <div></div> |
| More Than 60 Years Old | 12 | ±2 | 4 | 5 | 45 | 21 | 25 | ±9 | 3.6 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 30 | ±1 | 4 | 4 | 51 | 23 | 18 | ±2 | 3.5 | ±0.1 | <div></div> |
| Female | 31 | ±2 | 4 | 3 | 43 | 23 | 27 | ±3 | 3.7 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 29 | ±1 | 4 | 4 | 52 | 21 | 19 | ±2 | 3.5 | ±0.1 | <div></div> |
| Total Minority | 34 | ±2 | 4 | 3 | 41 | 27 | 26 | ±3 | 3.7 | ±0.1 | <div></div> |
| Non-Hispanic Black | 39 | ±2 | 4 | 3 | 37 | 28 | 28 | ±3 | 3.7 | ±0.1 | <div></div> |
| Hispanic | 31 | ±3 | 4 | 3 | 44 | 25 | 24 | ±5 | 3.6 | ±0.2 | <div></div> |
| Non-Hispanic API | 26 | ±3 | 3 | 3 | 45 | 27 | 22 | ±6 | 3.6 | ±0.2 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 21 | ±2 | 3 | 3 | 39 | 29 | 26 | ±4 | 3.7 | ±0.1 | <div></div> |
| Some College | 31 | ±1 | 4 | 3 | 47 | 24 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| 4-Year Degree | 33 | ±2 | 3 | 3 | 49 | 23 | 21 | ±3 | 3.5 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 33 | ±2 | 5 | 4 | 55 | 18 | 18 | ±3 | 3.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

75. If you were offered a separation incentive, how likely is it that you would accept one at the present time?1. Very unlikely
4. Likely2. Unlikely
5. Very likely3. Neither likely nor unlikely
6. Not applicable, I would not be eligible for such an incentive

| | Percent Responding | | Percentages | | | | | | Max ME | Average Likelihood | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 17 | 15 | 14 | 11 | 16 | 26 | ±1 | 2.9 | ±0.1 | <div></div> |
| Army | 98 | ±1 | 16 | 15 | 14 | 12 | 18 | 25 | ±2 | 3.0 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 20 | 16 | 14 | 11 | 14 | 26 | ±2 | 2.8 | ±0.1 | <div></div> |
| Air Force | 99 | ±1 | 15 | 15 | 14 | 12 | 17 | 27 | ±2 | 3.0 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 98 | ±1 | 18 | 15 | 13 | 11 | 16 | 27 | ±2 | 2.9 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 18 | 16 | 13 | 11 | 15 | 27 | ±1 | 2.9 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±3 | 13 | 10 | 15 | 8 | 16 | 39 | ±5 | 3.1 | ±0.2 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 16 | 15 | 14 | 11 | 17 | 28 | ±2 | 3.0 | ±0.1 | <div></div> |
| GS 9 to 12 | 99 | ±1 | 18 | 16 | 13 | 12 | 16 | 26 | ±1 | 2.9 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 23 | 18 | 13 | 11 | 14 | 21 | ±2 | 2.7 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 18 | 17 | 19 | 9 | 19 | 18 | ±9 | 2.9 | ±0.3 | <div></div> |
| Blue Collar Total | 98 | ±1 | 13 | 14 | 15 | 13 | 21 | 23 | ±2 | 3.2 | ±0.1 | <div></div> |
| WG 1 to 5 | 96 | ±3 | 12 | 10 | 12 | 15 | 18 | 32 | ±6 | 3.3 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 13 | 14 | 14 | 12 | 18 | 28 | ±3 | 3.1 | ±0.2 | <div></div> |
| WG 10 to 15 | 98 | ±1 | 14 | 15 | 16 | 13 | 21 | 22 | ±2 | 3.1 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 99 | ±1 | 15 | 13 | 16 | 15 | 23 | 17 | ±3 | 3.2 | ±0.2 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 20 | 17 | 13 | 9 | 12 | 29 | ±2 | 2.7 | ±0.1 | <div></div> |
| Administrative | 99 | ±1 | 19 | 16 | 13 | 12 | 16 | 24 | ±2 | 2.9 | ±0.1 | <div></div> |
| Technical | 98 | ±1 | 16 | 14 | 14 | 13 | 18 | 26 | ±2 | 3.0 | ±0.1 | <div></div> |
| Clerical | 97 | ±2 | 15 | 13 | 14 | 11 | 16 | 31 | ±3 | 3.0 | ±0.1 | <div></div> |
| Other White Collar | 96 | ±2 | 14 | 13 | 15 | 10 | 17 | 30 | ±4 | 3.0 | ±0.2 | <div></div> |
| Blue Collar | 98 | ±1 | 14 | 14 | 15 | 13 | 20 | 23 | ±2 | 3.2 | ±0.1 | <div></div> |
| Scientists | 98 | ±2 | 18 | 16 | 16 | 10 | 12 | 28 | ±3 | 2.8 | ±0.2 | <div></div> |
| Engineers | 99 | ±1 | 20 | 17 | 15 | 10 | 12 | 26 | ±2 | 2.7 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 18 | 15 | 14 | 13 | 19 | 21 | ±2 | 3.0 | ±0.1 | <div></div> |
| Manager | 99 | ±1 | 20 | 16 | 13 | 13 | 20 | 18 | ±2 | 3.0 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 17 | 15 | 15 | 11 | 18 | 23 | ±5 | 3.0 | ±0.2 | <div></div> |
| Wage Supervisor | 98 | ±1 | 14 | 14 | 15 | 18 | 22 | 17 | ±4 | 3.2 | ±0.2 | <div></div> |
| All Others | 98 | ±1 | 17 | 15 | 14 | 11 | 15 | 28 | ±1 | 2.9 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 17 | 15 | 14 | 12 | 16 | 25 | ±1 | 2.9 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±4 | 9 | 10 | 14 | 8 | 15 | 44 | ±7 | 3.2 | ±0.3 | <div></div> |
| CONUS | 98 | ±1 | 17 | 15 | 14 | 12 | 16 | 26 | ±1 | 2.9 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 17 | 14 | 15 | 10 | 17 | 27 | ±3 | 2.9 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 18 | 15 | 14 | 12 | 17 | 25 | ±1 | 2.9 | ±0.1 | <div></div> |
| Non-Permanent | 95 | ±2 | 8 | 11 | 12 | 8 | 10 | 50 | ±5 | 3.0 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 18 | 15 | 14 | 12 | 16 | 25 | ±1 | 2.9 | ±0.1 | <div></div> |
| In Bargaining Unit | 98 | ±1 | 16 | 15 | 14 | 11 | 16 | 27 | ±1 | 2.9 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

75. If you were offered a separation incentive, how likely is it that you would accept one at the present time?

| Percent Responding | | | Percentages | | | | | | Max ME | Average Likelihood | | |
|------------------------------|----|----|-------------|----|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | | | | |
| DISABILITY | | | | | | | | | | | | |
| No Disability | 98 | ±1 | 17 | 15 | 14 | 11 | 16 | 27 | ±1 | 2.9 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 16 | 14 | 14 | 13 | 20 | 23 | ±2 | 3.1 | ±0.1 | <div></div> |
| Targeted Disability | 98 | ±1 | 16 | 14 | 15 | 14 | 19 | 22 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 15 | 14 | 14 | 13 | 20 | 23 | ±2 | 3.1 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 18 | 15 | 13 | 10 | 14 | 30 | ±1 | 2.8 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 16 | 15 | 15 | 13 | 20 | 21 | ±1 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 17 | 14 | 14 | 11 | 18 | 27 | ±3 | 3.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 98 | ±1 | 17 | 15 | 14 | 14 | 18 | 22 | ±3 | 3.0 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 15 | 16 | 16 | 13 | 21 | 19 | ±1 | 3.1 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 17 | 16 | 15 | 11 | 14 | 28 | ±3 | 2.9 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | | |
| CSRS | 99 | ±1 | 16 | 16 | 14 | 16 | 26 | 12 | ±1 | 3.2 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 18 | 15 | 13 | 9 | 11 | 33 | ±1 | 2.7 | ±0.1 | <div></div> |
| Other Plan | 94 | ±3 | 9 | 11 | 13 | 9 | 13 | 44 | ±6 | 3.1 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 18 | 14 | 12 | 8 | 11 | 36 | ±1 | 2.7 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 15 | 15 | 16 | 14 | 24 | 16 | ±1 | 3.2 | ±0.1 | <div></div> |
| Discontinued Service | 99 | ±1 | 18 | 18 | 15 | 16 | 20 | 12 | ±2 | 3.0 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 12 | 11 | 14 | 7 | 9 | 47 | ±2 | 2.8 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 14 | 16 | 13 | 7 | 9 | 41 | ±3 | 2.7 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 21 | 15 | 13 | 9 | 11 | 30 | ±2 | 2.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 99 | ±1 | 19 | 17 | 15 | 14 | 20 | 16 | ±1 | 3.0 | ±0.1 | <div></div> |
| More Than 30 Years | 99 | ±1 | 11 | 14 | 15 | 19 | 36 | 5 | ±2 | 3.6 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 10 | 11 | 15 | 7 | 10 | 46 | ±3 | 2.9 | ±0.2 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 18 | 14 | 12 | 7 | 8 | 41 | ±2 | 2.5 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 21 | 16 | 13 | 10 | 10 | 30 | ±1 | 2.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 15 | 17 | 15 | 16 | 25 | 12 | ±1 | 3.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 13 | 12 | 16 | 18 | 35 | 6 | ±3 | 3.5 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | | |
| Male | 98 | ±1 | 17 | 16 | 15 | 12 | 17 | 23 | ±1 | 3.0 | ±0.1 | <div></div> |
| Female | 98 | ±1 | 17 | 15 | 12 | 11 | 15 | 31 | ±2 | 2.9 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | | |
| Non-Hispanic White | 99 | ±1 | 18 | 16 | 13 | 12 | 17 | 25 | ±1 | 2.9 | ±0.1 | <div></div> |
| Total Minority | 97 | ±1 | 16 | 14 | 15 | 11 | 16 | 28 | ±2 | 3.0 | ±0.1 | <div></div> |
| Non-Hispanic Black | 97 | ±1 | 16 | 15 | 13 | 11 | 16 | 28 | ±2 | 2.9 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 15 | 12 | 15 | 11 | 18 | 29 | ±3 | 3.1 | ±0.1 | <div></div> |
| Non-Hispanic API | 95 | ±2 | 16 | 17 | 18 | 11 | 12 | 26 | ±3 | 2.8 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | | |
| No College | 98 | ±1 | 14 | 14 | 14 | 14 | 21 | 23 | ±2 | 3.2 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 16 | 15 | 14 | 12 | 18 | 25 | ±1 | 3.0 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 19 | 16 | 13 | 10 | 13 | 29 | ±2 | 2.8 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 21 | 17 | 13 | 9 | 13 | 27 | ±2 | 2.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

76. Once you become optional eligible for retirement, how long do you plan to continue to work for the Federal government?

1. Less than 1 year
4. 6 to 9 years

2. 1 to 2 years
5. 10 or more years

3. 3 to 5 years
6. I do not plan to stay until eligible for retirement

| Percent Responding | | | Percentages | | | | | | Max ME |
|-----------------------------|----|----|-------------|----|----|----|----|----|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | |
| OVERALL AND COMPONENT | | | | | | | | | |
| Total DoD | 51 | ±1 | 21 | 16 | 29 | 10 | 17 | 7 | ±1 |
| Army | 50 | ±2 | 21 | 16 | 29 | 10 | 17 | 8 | ±2 |
| Navy | 50 | ±2 | 21 | 16 | 31 | 11 | 16 | 5 | ±2 |
| Air Force | 52 | ±2 | 21 | 16 | 29 | 10 | 17 | 6 | ±2 |
| DoD Agencies and Activities | 50 | ±2 | 21 | 16 | 27 | 10 | 18 | 9 | ±3 |
| PAY PLAN/GRADE | | | | | | | | | |
| White Collar Total | 52 | ±1 | 21 | 16 | 30 | 10 | 16 | 7 | ±1 |
| GS 1 to 4 | 60 | ±5 | 12 | 9 | 21 | 7 | 29 | 23 | ±6 |
| GS 5 to 8 | 51 | ±2 | 17 | 16 | 29 | 10 | 21 | 7 | ±2 |
| GS 9 to 12 | 51 | ±1 | 22 | 17 | 30 | 10 | 14 | 6 | ±2 |
| GS/GM 13 to 15 | 53 | ±2 | 26 | 17 | 33 | 10 | 11 | 3 | ±3 |
| SES | 41 | ±8 | 30 | 18 | 24 | 12 | 8 | 9 | ±9 |
| Blue Collar Total | 44 | ±2 | 23 | 15 | 26 | 10 | 21 | 5 | ±3 |
| WG 1 to 5 | 49 | ±6 | 13 | 11 | 23 | 10 | 26 | 17 | ±8 |
| WG 6 to 9 | 48 | ±4 | 22 | 13 | 25 | 11 | 24 | 5 | ±4 |
| WG 10 to 15 | 44 | ±3 | 26 | 17 | 25 | 10 | 18 | 4 | ±4 |
| WS/WL 1 to 19 | 38 | ±4 | 23 | 17 | 31 | 10 | 16 | 2 | ±5 |
| OCCUPATIONAL GROUPS | | | | | | | | | |
| Professional | 58 | ±2 | 21 | 16 | 31 | 10 | 14 | 8 | ±2 |
| Administrative | 50 | ±2 | 24 | 18 | 30 | 10 | 13 | 5 | ±2 |
| Technical | 50 | ±2 | 18 | 16 | 28 | 9 | 20 | 8 | ±3 |
| Clerical | 55 | ±3 | 16 | 14 | 24 | 9 | 23 | 14 | ±4 |
| Other White Collar | 45 | ±4 | 15 | 18 | 30 | 11 | 20 | 6 | ±6 |
| Blue Collar | 44 | ±2 | 23 | 15 | 26 | 10 | 21 | 5 | ±3 |
| Scientists | 55 | ±3 | 19 | 14 | 33 | 11 | 15 | 8 | ±4 |
| Engineers | 57 | ±2 | 23 | 17 | 32 | 10 | 12 | 6 | ±2 |
| SUPERVISOR/MANAGER | | | | | | | | | |
| Supervisor | 48 | ±2 | 22 | 16 | 32 | 10 | 14 | 5 | ±3 |
| Manager | 46 | ±3 | 25 | 18 | 31 | 9 | 13 | 4 | ±4 |
| Wage Leader | 43 | ±5 | 21 | 14 | 25 | 9 | 25 | 5 | ±7 |
| Wage Supervisor | 40 | ±4 | 22 | 17 | 31 | 10 | 15 | 5 | ±6 |
| All Others | 52 | ±1 | 20 | 16 | 28 | 10 | 18 | 8 | ±1 |
| SCHEDULE/LOCATION | | | | | | | | | |
| Full-Time | 50 | ±1 | 21 | 16 | 29 | 10 | 17 | 6 | ±1 |
| Other Than Full-Time | 66 | ±6 | 12 | 12 | 17 | 4 | 20 | 36 | ±8 |
| CONUS | 51 | ±1 | 22 | 16 | 29 | 10 | 17 | 6 | ±1 |
| OCONUS | 47 | ±3 | 15 | 13 | 28 | 11 | 20 | 13 | ±4 |
| TYPE OF APPOINTMENT | | | | | | | | | |
| Permanent | 49 | ±1 | 22 | 17 | 30 | 10 | 16 | 5 | ±1 |
| Non-Permanent | 71 | ±4 | 7 | 9 | 19 | 5 | 28 | 31 | ±6 |
| BARGAINING UNIT | | | | | | | | | |
| Not in Bargaining Unit | 52 | ±1 | 21 | 16 | 30 | 10 | 15 | 8 | ±2 |
| In Bargaining Unit | 49 | ±1 | 20 | 16 | 28 | 10 | 19 | 6 | ±2 |

Note. Percent responding are Civilian employees who answered the question and who are not eligible to retire (Q21).

76. Once you become optional eligible for retirement, how long do you plan to continue to work for the Federal government?

| | Percent Responding | | Percentages | | | | | | Max ME |
|------------------------------|--------------------|----|-------------|----|----|----|----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | |
| DISABILITY | | | | | | | | | |
| No Disability | 52 | ±1 | 22 | 16 | 29 | 10 | 17 | 7 | ±1 |
| Disability | 41 | ±2 | 17 | 16 | 28 | 12 | 20 | 7 | ±3 |
| Targeted Disability | 39 | ±3 | 19 | 15 | 26 | 11 | 23 | 7 | ±4 |
| Other Disability | 42 | ±2 | 16 | 16 | 29 | 13 | 19 | 7 | ±3 |
| VETERAN/PREFERENCE | | | | | | | | | |
| Non-Veteran | 56 | ±1 | 23 | 16 | 29 | 10 | 15 | 7 | ±2 |
| Veteran | 44 | ±1 | 18 | 16 | 29 | 11 | 20 | 6 | ±2 |
| 10 Point 30% | 47 | ±3 | 14 | 17 | 27 | 11 | 23 | 8 | ±4 |
| 10 Point Non-30% | 43 | ±3 | 17 | 15 | 30 | 10 | 20 | 8 | ±4 |
| 5 Point | 40 | ±2 | 19 | 16 | 30 | 11 | 19 | 5 | ±2 |
| No Preference | 56 | ±3 | 20 | 13 | 31 | 10 | 20 | 7 | ±4 |
| RETIREMENT PLAN | | | | | | | | | |
| CSRS | 35 | ±1 | 31 | 19 | 29 | 10 | 9 | 2 | ±2 |
| FERS | 59 | ±1 | 18 | 16 | 30 | 11 | 19 | 6 | ±1 |
| Other Plan | 69 | ±5 | 10 | 7 | 18 | 4 | 22 | 38 | ±7 |
| RETIREMENT ELIGIBILITY | | | | | | | | | |
| Not Eligible | 95 | ±1 | 21 | 16 | 29 | 10 | 17 | 7 | ±1 |
| Optional Eligible | 0 | ±0 | NA | NA | NA | NA | NA | NA | |
| Discontinued Service | 0 | ±0 | NA | NA | NA | NA | NA | NA | |
| LENGTH OF SERVICE | | | | | | | | | |
| 6 Months to 4 Years | 68 | ±2 | 13 | 12 | 25 | 7 | 24 | 19 | ±3 |
| 5 to 10 Years | 63 | ±3 | 15 | 14 | 29 | 10 | 24 | 9 | ±3 |
| 11 to 20 Years | 60 | ±2 | 21 | 16 | 31 | 11 | 17 | 4 | ±2 |
| 21 to 30 Years | 42 | ±2 | 29 | 19 | 28 | 11 | 10 | 2 | ±2 |
| More Than 30 Years | 17 | ±2 | 24 | 22 | 35 | 10 | 7 | 2 | ±4 |
| AGE | | | | | | | | | |
| 30 Years Old or Less | 70 | ±3 | 16 | 13 | 25 | 8 | 19 | 20 | ±4 |
| 31 to 40 Years Old | 67 | ±2 | 19 | 15 | 29 | 8 | 19 | 9 | ±2 |
| 41 to 50 Years Old | 61 | ±2 | 23 | 17 | 28 | 10 | 18 | 4 | ±2 |
| 51 to 60 Years Old | 33 | ±2 | 21 | 18 | 32 | 13 | 12 | 3 | ±2 |
| More Than 60 Years Old | 9 | ±2 | 18 | 12 | 43 | 8 | 7 | 11 | ±11 |
| GENDER | | | | | | | | | |
| Male | 48 | ±1 | 20 | 16 | 30 | 11 | 18 | 6 | ±1 |
| Female | 55 | ±2 | 22 | 17 | 27 | 9 | 16 | 9 | ±2 |
| RACE/ETHNICITY | | | | | | | | | |
| Non-Hispanic White | 52 | ±1 | 23 | 16 | 29 | 10 | 15 | 7 | ±1 |
| Total Minority | 48 | ±2 | 15 | 16 | 29 | 10 | 22 | 8 | ±2 |
| Non-Hispanic Black | 51 | ±2 | 15 | 18 | 29 | 10 | 21 | 6 | ±3 |
| Hispanic | 45 | ±3 | 15 | 15 | 28 | 8 | 23 | 11 | ±4 |
| Non-Hispanic API | 46 | ±3 | 12 | 15 | 27 | 14 | 25 | 8 | ±4 |
| EDUCATION | | | | | | | | | |
| No College | 42 | ±2 | 22 | 17 | 28 | 9 | 19 | 4 | ±3 |
| Some College | 48 | ±1 | 20 | 17 | 28 | 10 | 19 | 7 | ±2 |
| 4-Year Degree | 57 | ±2 | 22 | 16 | 30 | 9 | 14 | 8 | ±2 |
| Graduate/Professional Degree | 57 | ±2 | 21 | 15 | 30 | 11 | 15 | 8 | ±2 |

Note. Percent responding are Civilian employees who answered the question and who are not eligible to retire (Q21).

NA: Not applicable

77. How long do you plan to continue to work for the Federal government?

1. Less than 1 year
4. 6 to 9 years

2. 1 to 2 years
5. 10 or more years

3. 3 to 5 years

| | Percent Responding | | Percentages | | | | | Max ME |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| OVERALL AND COMPONENT | | | | | | | | |
| Total DoD | 46 | ±1 | 4 | 12 | 29 | 22 | 33 | ±1 |
| Army | 46 | ±2 | 5 | 12 | 29 | 21 | 33 | ±2 |
| Navy | 47 | ±2 | 4 | 13 | 29 | 23 | 30 | ±2 |
| Air Force | 45 | ±2 | 4 | 12 | 28 | 19 | 37 | ±2 |
| DoD Agencies and Activities | 46 | ±2 | 4 | 11 | 30 | 22 | 32 | ±3 |
| PAY PLAN/GRADE | | | | | | | | |
| White Collar Total | 44 | ±1 | 4 | 12 | 30 | 22 | 31 | ±1 |
| GS 1 to 4 | 32 | ±4 | 3 | 9 | 20 | 15 | 53 | ±7 |
| GS 5 to 8 | 45 | ±2 | 3 | 9 | 26 | 21 | 40 | ±2 |
| GS 9 to 12 | 46 | ±1 | 4 | 12 | 31 | 22 | 30 | ±2 |
| GS/GM 13 to 15 | 45 | ±2 | 7 | 14 | 36 | 24 | 19 | ±3 |
| SES | 57 | ±8 | 9 | 18 | 53 | 15 | 4 | ±12 |
| Blue Collar Total | 52 | ±2 | 4 | 12 | 24 | 20 | 39 | ±2 |
| WG 1 to 5 | 46 | ±6 | 5 | 12 | 20 | 20 | 43 | ±8 |
| WG 6 to 9 | 48 | ±4 | 3 | 10 | 24 | 18 | 45 | ±5 |
| WG 10 to 15 | 53 | ±3 | 4 | 10 | 24 | 20 | 42 | ±3 |
| WS/WL 1 to 19 | 59 | ±4 | 6 | 16 | 28 | 23 | 26 | ±4 |
| OCCUPATIONAL GROUPS | | | | | | | | |
| Professional | 39 | ±2 | 5 | 12 | 31 | 23 | 29 | ±2 |
| Administrative | 48 | ±2 | 5 | 14 | 34 | 22 | 26 | ±2 |
| Technical | 46 | ±2 | 4 | 10 | 29 | 22 | 34 | ±3 |
| Clerical | 41 | ±3 | 3 | 11 | 23 | 20 | 44 | ±4 |
| Other White Collar | 50 | ±4 | 4 | 11 | 23 | 16 | 47 | ±6 |
| Blue Collar | 52 | ±2 | 4 | 12 | 25 | 21 | 38 | ±2 |
| Scientists | 40 | ±3 | 8 | 9 | 34 | 22 | 27 | ±6 |
| Engineers | 40 | ±2 | 5 | 13 | 31 | 24 | 27 | ±3 |
| SUPERVISOR/MANAGER | | | | | | | | |
| Supervisor | 50 | ±2 | 5 | 14 | 33 | 21 | 28 | ±3 |
| Manager | 52 | ±3 | 7 | 16 | 32 | 24 | 22 | ±4 |
| Wage Leader | 55 | ±5 | 5 | 10 | 25 | 25 | 35 | ±7 |
| Wage Supervisor | 57 | ±4 | 6 | 16 | 28 | 19 | 31 | ±5 |
| All Others | 44 | ±1 | 4 | 11 | 28 | 21 | 35 | ±1 |
| SCHEDULE/LOCATION | | | | | | | | |
| Full-Time | 47 | ±1 | 4 | 12 | 29 | 22 | 33 | ±1 |
| Other Than Full-Time | 24 | ±5 | 3 | 14 | 13 | 13 | 58 | ±12 |
| CONUS | 46 | ±1 | 5 | 12 | 29 | 22 | 32 | ±1 |
| OCONUS | 48 | ±3 | 4 | 9 | 26 | 20 | 40 | ±4 |
| TYPE OF APPOINTMENT | | | | | | | | |
| Permanent | 47 | ±1 | 4 | 12 | 29 | 22 | 32 | ±1 |
| Non-Permanent | 20 | ±4 | 2 | 12 | 10 | 7 | 69 | ±8 |
| BARGAINING UNIT | | | | | | | | |
| Not in Bargaining Unit | 45 | ±1 | 5 | 13 | 30 | 22 | 30 | ±2 |
| In Bargaining Unit | 47 | ±1 | 4 | 10 | 27 | 22 | 37 | ±2 |

Note. Percent responding are Civilian employees who answered the question and who are optional eligible or discontinued service eligible to retire (Q21).

77. How long do you plan to continue to work for the Federal government?

| Percent Responding | | | Percentages | | | | | Max ME |
|------------------------------|----|----|-------------|----|----|----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| DISABILITY | | | | | | | | |
| No Disability | 44 | ±1 | 5 | 12 | 29 | 21 | 33 | ±1 |
| Disability | 57 | ±2 | 4 | 11 | 30 | 24 | 31 | ±2 |
| Targeted Disability | 58 | ±3 | 4 | 9 | 29 | 23 | 34 | ±4 |
| Other Disability | 56 | ±2 | 4 | 12 | 31 | 24 | 30 | ±3 |
| VETERAN/PREFERENCE | | | | | | | | |
| Non-Veteran | 40 | ±1 | 4 | 11 | 29 | 22 | 34 | ±2 |
| Veteran | 53 | ±1 | 5 | 13 | 29 | 21 | 32 | ±2 |
| 10 Point 30% | 50 | ±3 | 4 | 12 | 26 | 18 | 38 | ±4 |
| 10 Point Non-30% | 53 | ±3 | 4 | 12 | 29 | 22 | 33 | ±4 |
| 5 Point | 57 | ±2 | 6 | 14 | 32 | 22 | 27 | ±2 |
| No Preference | 41 | ±3 | 4 | 9 | 18 | 16 | 54 | ±5 |
| RETIREMENT PLAN | | | | | | | | |
| CSRS | 63 | ±2 | 7 | 17 | 39 | 24 | 13 | ±2 |
| FERS | 37 | ±1 | 2 | 7 | 20 | 19 | 52 | ±2 |
| Other Plan | 21 | ±4 | 4 | 6 | 22 | 21 | 47 | ±9 |
| RETIREMENT ELIGIBILITY | | | | | | | | |
| Not Eligible | 0 | ±0 | NA | NA | NA | NA | NA | |
| Optional Eligible | 98 | ±1 | 5 | 14 | 28 | 18 | 35 | ±1 |
| Discontinued Service | 98 | ±1 | 2 | 8 | 32 | 30 | 29 | ±2 |
| LENGTH OF SERVICE | | | | | | | | |
| 6 Months to 4 Years | 25 | ±2 | 1 | 4 | 8 | 9 | 78 | ±4 |
| 5 to 10 Years | 33 | ±3 | 1 | 3 | 11 | 10 | 74 | ±4 |
| 11 to 20 Years | 36 | ±2 | 2 | 8 | 20 | 20 | 50 | ±2 |
| 21 to 30 Years | 56 | ±2 | 3 | 10 | 35 | 31 | 21 | ±2 |
| More Than 30 Years | 81 | ±2 | 11 | 27 | 44 | 14 | 4 | ±2 |
| AGE | | | | | | | | |
| 30 Years Old or Less | 22 | ±3 | 1 | 5 | 18 | 8 | 68 | ±5 |
| 31 to 40 Years Old | 28 | ±2 | 1 | 2 | 6 | 4 | 87 | ±3 |
| 41 to 50 Years Old | 35 | ±2 | 1 | 2 | 12 | 29 | 56 | ±2 |
| 51 to 60 Years Old | 65 | ±2 | 6 | 17 | 41 | 25 | 12 | ±2 |
| More Than 60 Years Old | 89 | ±2 | 13 | 29 | 47 | 8 | 3 | ±3 |
| GENDER | | | | | | | | |
| Male | 49 | ±1 | 5 | 13 | 29 | 21 | 32 | ±1 |
| Female | 41 | ±2 | 3 | 10 | 29 | 23 | 35 | ±2 |
| RACE/ETHNICITY | | | | | | | | |
| Non-Hispanic White | 45 | ±1 | 5 | 13 | 30 | 22 | 30 | ±1 |
| Total Minority | 47 | ±2 | 3 | 11 | 26 | 20 | 40 | ±2 |
| Non-Hispanic Black | 45 | ±2 | 3 | 10 | 26 | 20 | 41 | ±3 |
| Hispanic | 51 | ±3 | 3 | 11 | 25 | 19 | 42 | ±4 |
| Non-Hispanic API | 48 | ±3 | 2 | 9 | 25 | 24 | 39 | ±4 |
| EDUCATION | | | | | | | | |
| No College | 54 | ±2 | 5 | 14 | 29 | 20 | 31 | ±3 |
| Some College | 49 | ±1 | 4 | 12 | 28 | 21 | 35 | ±2 |
| 4-Year Degree | 40 | ±2 | 4 | 11 | 28 | 21 | 35 | ±2 |
| Graduate/Professional Degree | 40 | ±2 | 6 | 13 | 32 | 25 | 25 | ±3 |

Note. Percent responding are Civilian employees who answered the question and who are optional eligible or discontinued service eligible to retire (Q21).

NA: Not applicable

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**a. Joining a military Service such as the Army, Navy, Marine Corps, Air Force, or Coast Guard**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | |
|-----------------------------|----|----|--------------------|----|-------------|----|----|----|-----|--------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 7 | 10 | 20 | 40 | 23 | ±1 | 3.6 | ±0.1 | <div></div> | |
| Army | 98 | ±1 | 8 | 11 | 21 | 39 | 22 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 7 | 9 | 22 | 39 | 23 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 6 | 8 | 17 | 42 | 26 | ±2 | 3.8 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 97 | ±1 | 8 | 10 | 21 | 39 | 22 | ±2 | 3.6 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 8 | 10 | 22 | 39 | 21 | ±1 | 3.6 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 11 | 7 | 19 | 37 | 26 | ±5 | 3.6 | ±0.2 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 8 | 8 | 19 | 39 | 26 | ±2 | 3.7 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 7 | 10 | 21 | 39 | 22 | ±2 | 3.6 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 8 | 13 | 24 | 40 | 16 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SES | 98 | ±1 | 2 | 8 | 24 | 42 | 23 | ±9 | 3.8 | ±0.2 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 6 | 7 | 16 | 41 | 30 | ±2 | 3.8 | ±0.1 | <div></div> | |
| WG 1 to 5 | 95 | ±3 | 8 | 5 | 16 | 39 | 32 | ±6 | 3.8 | ±0.2 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 7 | 6 | 13 | 39 | 35 | ±4 | 3.9 | ±0.1 | <div></div> | |
| WG 10 to 15 | 98 | ±1 | 6 | 8 | 17 | 42 | 28 | ±3 | 3.8 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 5 | 7 | 18 | 41 | 29 | ±4 | 3.8 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 8 | 14 | 29 | 37 | 13 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 7 | 10 | 19 | 41 | 24 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Technical | 97 | ±1 | 7 | 8 | 19 | 41 | 25 | ±2 | 3.7 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 9 | 8 | 20 | 38 | 26 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Other White Collar | 96 | ±2 | 7 | 6 | 18 | 37 | 32 | ±4 | 3.8 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 6 | 7 | 16 | 41 | 30 | ±2 | 3.8 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 9 | 13 | 33 | 34 | 11 | ±3 | 3.2 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 7 | 13 | 30 | 36 | 13 | ±2 | 3.3 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 7 | 10 | 19 | 40 | 24 | ±2 | 3.6 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 6 | 10 | 18 | 41 | 24 | ±3 | 3.7 | ±0.1 | <div></div> | |
| Wage Leader | 99 | ±1 | 6 | 4 | 18 | 43 | 28 | ±5 | 3.8 | ±0.2 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 7 | 8 | 17 | 39 | 28 | ±4 | 3.7 | ±0.1 | <div></div> | |
| All Others | 98 | ±1 | 7 | 10 | 21 | 39 | 23 | ±1 | 3.6 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 7 | 10 | 20 | 40 | 23 | ±1 | 3.6 | ±0.1 | <div></div> | |
| Other Than Full-Time | 93 | ±4 | 12 | 8 | 24 | 38 | 17 | ±7 | 3.4 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 7 | 10 | 20 | 40 | 23 | ±1 | 3.6 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 8 | 8 | 21 | 38 | 25 | ±3 | 3.6 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 7 | 10 | 20 | 40 | 23 | ±1 | 3.6 | ±0.1 | <div></div> | |
| Non-Permanent | 94 | ±3 | 9 | 6 | 21 | 39 | 25 | ±5 | 3.6 | ±0.2 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 7 | 10 | 21 | 40 | 22 | ±1 | 3.6 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 7 | 9 | 20 | 39 | 25 | ±1 | 3.6 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**a. Joining a military Service such as the Army, Navy, Marine Corps, Air Force, or Coast Guard**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 7 | 10 | 21 | 40 | 22 | ±1 | 3.6 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 8 | 7 | 15 | 39 | 31 | ±2 | 3.8 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±2 | 8 | 7 | 16 | 37 | 33 | ±3 | 3.8 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 7 | 7 | 15 | 40 | 30 | ±2 | 3.8 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 9 | 12 | 27 | 38 | 14 | ±1 | 3.4 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 5 | 6 | 11 | 42 | 35 | ±1 | 4.0 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 6 | 6 | 9 | 38 | 41 | ±3 | 4.0 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±1 | 6 | 5 | 11 | 41 | 37 | ±3 | 4.0 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 5 | 7 | 12 | 42 | 34 | ±2 | 3.9 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 4 | 5 | 12 | 45 | 34 | ±3 | 4.0 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 8 | 11 | 23 | 40 | 19 | ±2 | 3.5 | ±0.1 | <div></div> |
| FERS | 98 | ±1 | 7 | 9 | 19 | 40 | 26 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Plan | 93 | ±3 | 10 | 7 | 25 | 39 | 20 | ±6 | 3.5 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 8 | 10 | 22 | 39 | 22 | ±1 | 3.6 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 7 | 9 | 18 | 40 | 26 | ±2 | 3.7 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 7 | 10 | 21 | 40 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 8 | 8 | 22 | 37 | 24 | ±2 | 3.6 | ±0.1 | <div></div> |
| 5 to 10 Years | 97 | ±1 | 5 | 8 | 18 | 40 | 28 | ±3 | 3.8 | ±0.1 | <div></div> |
| 11 to 20 Years | 98 | ±1 | 7 | 10 | 21 | 39 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 8 | 10 | 21 | 40 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 7 | 10 | 18 | 41 | 24 | ±2 | 3.7 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 10 | 12 | 27 | 35 | 16 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 97 | ±1 | 7 | 9 | 21 | 39 | 24 | ±2 | 3.6 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 8 | 10 | 20 | 40 | 23 | ±2 | 3.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 99 | ±1 | 6 | 9 | 20 | 40 | 24 | ±2 | 3.7 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 6 | 8 | 18 | 42 | 26 | ±3 | 3.7 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 6 | 9 | 19 | 40 | 26 | ±1 | 3.7 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 9 | 10 | 22 | 39 | 19 | ±2 | 3.5 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 7 | 10 | 21 | 40 | 22 | ±1 | 3.6 | ±0.1 | <div></div> |
| Total Minority | 96 | ±1 | 8 | 9 | 19 | 38 | 25 | ±2 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 10 | 10 | 19 | 37 | 24 | ±2 | 3.6 | ±0.1 | <div></div> |
| Hispanic | 97 | ±1 | 7 | 7 | 14 | 41 | 30 | ±3 | 3.8 | ±0.1 | <div></div> |
| Non-Hispanic API | 95 | ±2 | 6 | 10 | 27 | 35 | 22 | ±3 | 3.6 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 7 | 8 | 18 | 41 | 26 | ±2 | 3.7 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 7 | 8 | 18 | 40 | 27 | ±1 | 3.7 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 8 | 13 | 24 | 38 | 18 | ±2 | 3.4 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 7 | 12 | 25 | 39 | 17 | ±2 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**b. Joining a Reserve component of the military such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve**

1. Very unlikely
4. Likely

2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| Percent Responding | | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|----|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 9 | 15 | 26 | 34 | 16 | ±1 | 3.3 | ±0.1 | <div></div> |
| Army | 97 | ±1 | 9 | 15 | 25 | 34 | 16 | ±2 | 3.3 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 9 | 15 | 30 | 33 | 13 | ±2 | 3.3 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 7 | 13 | 23 | 37 | 20 | ±2 | 3.5 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 10 | 14 | 28 | 34 | 14 | ±2 | 3.3 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 9 | 15 | 28 | 34 | 14 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±2 | 12 | 9 | 24 | 38 | 17 | ±5 | 3.4 | ±0.2 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 9 | 13 | 24 | 36 | 19 | ±2 | 3.4 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 9 | 15 | 28 | 34 | 14 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 10 | 20 | 30 | 30 | 10 | ±2 | 3.1 | ±0.1 | <div></div> |
| SES | 98 | ±1 | 7 | 15 | 34 | 31 | 13 | ±9 | 3.3 | ±0.2 | <div></div> |
| Blue Collar Total | 97 | ±1 | 8 | 12 | 21 | 38 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| WG 1 to 5 | 96 | ±3 | 7 | 10 | 21 | 41 | 21 | ±6 | 3.6 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 8 | 10 | 18 | 37 | 26 | ±4 | 3.6 | ±0.1 | <div></div> |
| WG 10 to 15 | 97 | ±1 | 7 | 13 | 20 | 39 | 21 | ±3 | 3.5 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 8 | 11 | 24 | 36 | 22 | ±4 | 3.5 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 10 | 19 | 35 | 29 | 8 | ±2 | 3.1 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 9 | 16 | 25 | 34 | 16 | ±2 | 3.3 | ±0.1 | <div></div> |
| Technical | 97 | ±1 | 9 | 13 | 25 | 36 | 17 | ±2 | 3.4 | ±0.1 | <div></div> |
| Clerical | 97 | ±2 | 10 | 11 | 25 | 37 | 17 | ±3 | 3.4 | ±0.1 | <div></div> |
| Other White Collar | 96 | ±2 | 9 | 13 | 24 | 36 | 19 | ±4 | 3.4 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 8 | 12 | 21 | 38 | 22 | ±2 | 3.6 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 12 | 19 | 36 | 28 | 6 | ±3 | 3.0 | ±0.1 | <div></div> |
| Engineers | 98 | ±1 | 9 | 19 | 38 | 27 | 7 | ±2 | 3.0 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 10 | 15 | 26 | 32 | 17 | ±2 | 3.3 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 9 | 17 | 24 | 32 | 17 | ±3 | 3.3 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 9 | 10 | 27 | 36 | 18 | ±5 | 3.4 | ±0.2 | <div></div> |
| Wage Supervisor | 98 | ±2 | 9 | 11 | 20 | 37 | 23 | ±4 | 3.5 | ±0.1 | <div></div> |
| All Others | 97 | ±1 | 9 | 15 | 27 | 35 | 15 | ±1 | 3.3 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 9 | 15 | 26 | 34 | 16 | ±1 | 3.3 | ±0.1 | <div></div> |
| Other Than Full-Time | 93 | ±4 | 11 | 11 | 30 | 36 | 12 | ±6 | 3.3 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 9 | 15 | 26 | 34 | 16 | ±1 | 3.3 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 9 | 14 | 27 | 35 | 16 | ±3 | 3.4 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 9 | 15 | 26 | 34 | 16 | ±1 | 3.3 | ±0.1 | <div></div> |
| Non-Permanent | 94 | ±3 | 8 | 12 | 26 | 36 | 17 | ±5 | 3.4 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 9 | 16 | 27 | 34 | 15 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 97 | ±1 | 9 | 13 | 25 | 35 | 17 | ±1 | 3.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?

b. Joining a Reserve component of the military such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 9 | 15 | 27 | 34 | 15 | ±1 | 3.3 | ±0.1 | |
| Disability | 98 | ±1 | 10 | 13 | 22 | 36 | 18 | ±2 | 3.4 | ±0.1 | |
| Targeted Disability | 97 | ±1 | 10 | 13 | 23 | 35 | 19 | ±3 | 3.4 | ±0.1 | |
| Other Disability | 98 | ±1 | 10 | 13 | 22 | 36 | 18 | ±2 | 3.4 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 9 | 16 | 32 | 32 | 11 | ±1 | 3.2 | ±0.1 | |
| Veteran | 98 | ±1 | 8 | 13 | 19 | 37 | 22 | ±1 | 3.5 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 10 | 13 | 17 | 36 | 24 | ±3 | 3.5 | ±0.1 | |
| 10 Point Non-30% | 97 | ±1 | 8 | 14 | 18 | 39 | 20 | ±3 | 3.5 | ±0.1 | |
| 5 Point | 98 | ±1 | 8 | 14 | 20 | 37 | 22 | ±2 | 3.5 | ±0.1 | |
| No Preference | 98 | ±1 | 5 | 11 | 17 | 40 | 27 | ±3 | 3.7 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 10 | 17 | 28 | 33 | 12 | ±2 | 3.2 | ±0.1 | |
| FERS | 97 | ±1 | 8 | 14 | 25 | 35 | 18 | ±1 | 3.4 | ±0.1 | |
| Other Plan | 93 | ±3 | 8 | 11 | 30 | 35 | 15 | ±6 | 3.4 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 9 | 14 | 28 | 34 | 15 | ±1 | 3.3 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 9 | 15 | 25 | 35 | 17 | ±2 | 3.4 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 8 | 16 | 26 | 35 | 16 | ±2 | 3.3 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 9 | 11 | 27 | 36 | 17 | ±2 | 3.4 | ±0.1 | |
| 5 to 10 Years | 98 | ±1 | 7 | 13 | 22 | 37 | 21 | ±3 | 3.5 | ±0.1 | |
| 11 to 20 Years | 97 | ±1 | 8 | 14 | 27 | 34 | 16 | ±2 | 3.4 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 9 | 16 | 27 | 34 | 14 | ±2 | 3.3 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 10 | 17 | 26 | 33 | 14 | ±2 | 3.2 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 10 | 14 | 30 | 33 | 13 | ±3 | 3.3 | ±0.1 | |
| 31 to 40 Years Old | 96 | ±1 | 8 | 13 | 26 | 35 | 18 | ±2 | 3.4 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 9 | 14 | 26 | 35 | 16 | ±2 | 3.3 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 9 | 16 | 26 | 34 | 15 | ±2 | 3.3 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 10 | 14 | 28 | 35 | 14 | ±3 | 3.3 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 8 | 15 | 26 | 34 | 17 | ±1 | 3.4 | ±0.1 | |
| Female | 97 | ±1 | 10 | 14 | 28 | 35 | 14 | ±2 | 3.3 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 8 | 16 | 27 | 34 | 15 | ±1 | 3.3 | ±0.1 | |
| Total Minority | 96 | ±1 | 10 | 13 | 24 | 36 | 17 | ±2 | 3.4 | ±0.1 | |
| Non-Hispanic Black | 96 | ±1 | 11 | 14 | 23 | 36 | 16 | ±2 | 3.3 | ±0.1 | |
| Hispanic | 97 | ±1 | 9 | 11 | 21 | 38 | 21 | ±3 | 3.5 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 7 | 12 | 32 | 36 | 14 | ±3 | 3.4 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 8 | 13 | 25 | 37 | 18 | ±2 | 3.4 | ±0.1 | |
| Some College | 97 | ±1 | 8 | 13 | 24 | 37 | 18 | ±1 | 3.4 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 10 | 18 | 29 | 31 | 13 | ±2 | 3.2 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 9 | 18 | 31 | 32 | 11 | ±2 | 3.2 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**c. Working for the Federal government as a civilian employee**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| Percent Responding | | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|----|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 5 | 9 | 18 | 49 | 20 | ±1 | 3.7 | ±0.1 | <div></div> |
| Army | 97 | ±1 | 5 | 9 | 18 | 48 | 20 | ±2 | 3.7 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 5 | 9 | 20 | 49 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 4 | 7 | 18 | 49 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 5 | 9 | 19 | 48 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 5 | 9 | 19 | 49 | 19 | ±1 | 3.7 | ±0.1 | <div></div> |
| GS 1 to 4 | 96 | ±2 | 4 | 5 | 17 | 44 | 30 | ±5 | 3.9 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 5 | 8 | 15 | 49 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 5 | 10 | 19 | 48 | 18 | ±2 | 3.6 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 98 | ±1 | 5 | 11 | 20 | 49 | 14 | ±2 | 3.6 | ±0.1 | <div></div> |
| SES | 98 | ±1 | 4 | 8 | 21 | 45 | 22 | ±9 | 3.7 | ±0.2 | <div></div> |
| Blue Collar Total | 97 | ±1 | 5 | 7 | 18 | 47 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| WG 1 to 5 | 96 | ±3 | 5 | 6 | 18 | 46 | 25 | ±6 | 3.8 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 6 | 7 | 15 | 48 | 25 | ±4 | 3.8 | ±0.1 | <div></div> |
| WG 10 to 15 | 97 | ±1 | 5 | 8 | 18 | 47 | 22 | ±3 | 3.7 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 4 | 8 | 20 | 47 | 21 | ±4 | 3.7 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 98 | ±1 | 4 | 9 | 21 | 51 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 6 | 10 | 19 | 47 | 18 | ±2 | 3.6 | ±0.1 | <div></div> |
| Technical | 97 | ±1 | 5 | 8 | 17 | 50 | 20 | ±2 | 3.7 | ±0.1 | <div></div> |
| Clerical | 97 | ±2 | 4 | 7 | 15 | 47 | 27 | ±3 | 3.9 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 6 | 8 | 18 | 46 | 22 | ±4 | 3.7 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 5 | 7 | 17 | 48 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 4 | 7 | 26 | 49 | 14 | ±4 | 3.6 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 4 | 10 | 23 | 50 | 13 | ±2 | 3.6 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 5 | 10 | 19 | 47 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 6 | 11 | 17 | 49 | 18 | ±3 | 3.6 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 5 | 7 | 20 | 49 | 20 | ±5 | 3.7 | ±0.1 | <div></div> |
| Wage Supervisor | 98 | ±2 | 4 | 6 | 20 | 49 | 20 | ±4 | 3.7 | ±0.1 | <div></div> |
| All Others | 97 | ±1 | 5 | 8 | 18 | 49 | 20 | ±1 | 3.7 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 5 | 9 | 18 | 48 | 19 | ±1 | 3.7 | ±0.1 | <div></div> |
| Other Than Full-Time | 94 | ±4 | 4 | 6 | 19 | 49 | 22 | ±7 | 3.8 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 5 | 9 | 18 | 48 | 19 | ±1 | 3.7 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 3 | 7 | 18 | 49 | 23 | ±3 | 3.8 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 98 | ±1 | 5 | 9 | 18 | 48 | 19 | ±1 | 3.7 | ±0.1 | <div></div> |
| Non-Permanent | 94 | ±3 | 3 | 4 | 19 | 49 | 25 | ±5 | 3.9 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 5 | 9 | 19 | 49 | 19 | ±1 | 3.7 | ±0.1 | <div></div> |
| In Bargaining Unit | 97 | ±1 | 5 | 8 | 18 | 48 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**c. Working for the Federal government as a civilian employee**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 98 | ±1 | 5 | 9 | 19 | 49 | 19 | ±1 | 3.7 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 6 | 9 | 17 | 48 | 20 | ±2 | 3.7 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±2 | 7 | 9 | 19 | 44 | 21 | ±3 | 3.6 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 6 | 8 | 17 | 49 | 20 | ±2 | 3.7 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 5 | 9 | 18 | 49 | 19 | ±1 | 3.7 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 5 | 9 | 19 | 48 | 20 | ±1 | 3.7 | ±0.1 | <div></div> |
| 10 Point 30% | 98 | ±1 | 5 | 8 | 16 | 49 | 23 | ±3 | 3.8 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±1 | 4 | 8 | 18 | 50 | 20 | ±3 | 3.7 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 5 | 9 | 19 | 47 | 20 | ±2 | 3.7 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 3 | 7 | 19 | 49 | 22 | ±3 | 3.8 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 7 | 11 | 19 | 46 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| FERS | 97 | ±1 | 4 | 7 | 18 | 50 | 21 | ±1 | 3.8 | ±0.1 | <div></div> |
| Other Plan | 93 | ±3 | 5 | 6 | 22 | 49 | 18 | ±6 | 3.7 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 4 | 8 | 19 | 49 | 19 | ±1 | 3.7 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 5 | 8 | 17 | 48 | 21 | ±2 | 3.7 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 6 | 11 | 19 | 45 | 18 | ±2 | 3.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 2 | 4 | 18 | 50 | 25 | ±2 | 3.9 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 3 | 5 | 16 | 52 | 24 | ±3 | 3.9 | ±0.1 | <div></div> |
| 11 to 20 Years | 97 | ±1 | 4 | 8 | 19 | 50 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 6 | 11 | 19 | 46 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 7 | 12 | 18 | 47 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 2 | 4 | 19 | 51 | 24 | ±3 | 3.9 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 96 | ±1 | 3 | 6 | 17 | 51 | 22 | ±2 | 3.8 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 5 | 10 | 19 | 48 | 19 | ±2 | 3.7 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 6 | 10 | 18 | 47 | 18 | ±2 | 3.6 | ±0.1 | <div></div> |
| More Than 60 Years Old | 98 | ±1 | 4 | 9 | 17 | 50 | 19 | ±3 | 3.7 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 5 | 9 | 20 | 48 | 18 | ±1 | 3.6 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 5 | 8 | 16 | 49 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 5 | 10 | 20 | 48 | 17 | ±1 | 3.6 | ±0.1 | <div></div> |
| Total Minority | 96 | ±1 | 3 | 5 | 15 | 50 | 26 | ±2 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 3 | 5 | 12 | 53 | 27 | ±2 | 3.9 | ±0.1 | <div></div> |
| Hispanic | 97 | ±1 | 4 | 5 | 15 | 47 | 29 | ±3 | 3.9 | ±0.1 | <div></div> |
| Non-Hispanic API | 94 | ±2 | 2 | 6 | 19 | 51 | 23 | ±3 | 3.9 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 97 | ±1 | 5 | 8 | 16 | 49 | 23 | ±2 | 3.8 | ±0.1 | <div></div> |
| Some College | 98 | ±1 | 5 | 8 | 17 | 48 | 21 | ±1 | 3.7 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 5 | 9 | 21 | 49 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 5 | 9 | 21 | 49 | 15 | ±2 | 3.6 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**d. Attending a four-year college or university**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | |
|-----------------------------|----|----|-----------------------|---|-------------|----|----|----|-----|-----------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 1 | 1 | 4 | 27 | 67 | ±1 | 4.6 | ±0.1 | <div></div> | |
| Army | 97 | ±1 | 1 | 1 | 4 | 28 | 66 | ±2 | 4.6 | ±0.1 | <div></div> | |
| Navy | 98 | ±1 | 1 | 1 | 4 | 25 | 68 | ±2 | 4.6 | ±0.1 | <div></div> | |
| Air Force | 98 | ±1 | 1 | 1 | 4 | 28 | 66 | ±2 | 4.6 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 97 | ±1 | 1 | 1 | 4 | 26 | 67 | ±2 | 4.6 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 1 | 1 | 3 | 25 | 71 | ±1 | 4.6 | ±0.1 | <div></div> | |
| GS 1 to 4 | 96 | ±2 | 2 | 1 | 6 | 26 | 65 | ±5 | 4.5 | ±0.1 | <div></div> | |
| GS 5 to 8 | 97 | ±1 | 2 | 1 | 4 | 29 | 64 | ±2 | 4.5 | ±0.1 | <div></div> | |
| GS 9 to 12 | 98 | ±1 | 1 | 1 | 3 | 26 | 70 | ±1 | 4.6 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 99 | ±1 | 0 | 0 | 1 | 19 | 79 | ±2 | 4.8 | ±0.1 | <div></div> | |
| SES | 98 | ±1 | 0 | 0 | 1 | 17 | 82 | ±9 | 4.8 | ±0.1 | <div></div> | |
| Blue Collar Total | 97 | ±1 | 2 | 2 | 8 | 34 | 55 | ±2 | 4.4 | ±0.1 | <div></div> | |
| WG 1 to 5 | 94 | ±3 | 3 | 3 | 8 | 35 | 51 | ±6 | 4.3 | ±0.1 | <div></div> | |
| WG 6 to 9 | 97 | ±2 | 2 | 1 | 8 | 36 | 53 | ±4 | 4.4 | ±0.1 | <div></div> | |
| WG 10 to 15 | 97 | ±1 | 1 | 1 | 8 | 35 | 55 | ±3 | 4.4 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 98 | ±1 | 1 | 2 | 6 | 31 | 59 | ±4 | 4.5 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 98 | ±1 | 1 | 0 | 2 | 20 | 78 | ±2 | 4.7 | ±0.1 | <div></div> | |
| Administrative | 98 | ±1 | 1 | 1 | 3 | 24 | 72 | ±2 | 4.7 | ±0.1 | <div></div> | |
| Technical | 97 | ±1 | 1 | 1 | 5 | 30 | 63 | ±2 | 4.5 | ±0.1 | <div></div> | |
| Clerical | 97 | ±2 | 2 | 1 | 5 | 27 | 65 | ±3 | 4.5 | ±0.1 | <div></div> | |
| Other White Collar | 96 | ±2 | 2 | 1 | 5 | 33 | 60 | ±4 | 4.5 | ±0.1 | <div></div> | |
| Blue Collar | 97 | ±1 | 2 | 2 | 8 | 34 | 55 | ±2 | 4.4 | ±0.1 | <div></div> | |
| Scientists | 97 | ±2 | 1 | 0 | 2 | 19 | 77 | ±3 | 4.7 | ±0.1 | <div></div> | |
| Engineers | 99 | ±1 | 0 | 0 | 2 | 22 | 75 | ±2 | 4.7 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 1 | 1 | 3 | 24 | 71 | ±2 | 4.6 | ±0.1 | <div></div> | |
| Manager | 98 | ±1 | 1 | 0 | 2 | 21 | 76 | ±3 | 4.7 | ±0.1 | <div></div> | |
| Wage Leader | 98 | ±2 | 1 | 2 | 7 | 27 | 63 | ±5 | 4.5 | ±0.1 | <div></div> | |
| Wage Supervisor | 98 | ±2 | 2 | 2 | 5 | 30 | 61 | ±4 | 4.5 | ±0.1 | <div></div> | |
| All Others | 97 | ±1 | 1 | 1 | 4 | 28 | 66 | ±1 | 4.6 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 1 | 1 | 4 | 27 | 67 | ±1 | 4.6 | ±0.1 | <div></div> | |
| Other Than Full-Time | 93 | ±4 | 4 | 0 | 6 | 27 | 64 | ±7 | 4.5 | ±0.2 | <div></div> | |
| CONUS | 98 | ±1 | 1 | 1 | 4 | 27 | 67 | ±1 | 4.6 | ±0.1 | <div></div> | |
| OCONUS | 96 | ±2 | 2 | 1 | 3 | 25 | 70 | ±3 | 4.6 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 1 | 1 | 4 | 27 | 67 | ±1 | 4.6 | ±0.1 | <div></div> | |
| Non-Permanent | 94 | ±3 | 2 | 1 | 7 | 28 | 63 | ±5 | 4.5 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 1 | 1 | 3 | 25 | 70 | ±1 | 4.6 | ±0.1 | <div></div> | |
| In Bargaining Unit | 97 | ±1 | 1 | 1 | 5 | 29 | 63 | ±1 | 4.5 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**d. Attending a four-year college or university**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|---|---|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 97 | ±1 | 1 | 1 | 4 | 27 | 68 | ±1 | 4.6 | ±0.1 | <div></div> |
| Disability | 98 | ±1 | 1 | 1 | 5 | 27 | 65 | ±2 | 4.5 | ±0.1 | <div></div> |
| Targeted Disability | 97 | ±2 | 1 | 1 | 6 | 29 | 62 | ±3 | 4.5 | ±0.1 | <div></div> |
| Other Disability | 98 | ±1 | 1 | 1 | 5 | 27 | 66 | ±2 | 4.6 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 1 | 1 | 4 | 25 | 70 | ±1 | 4.6 | ±0.1 | <div></div> |
| Veteran | 98 | ±1 | 1 | 1 | 5 | 30 | 63 | ±1 | 4.5 | ±0.1 | <div></div> |
| 10 Point 30% | 97 | ±1 | 2 | 1 | 5 | 27 | 65 | ±3 | 4.5 | ±0.1 | <div></div> |
| 10 Point Non-30% | 97 | ±1 | 1 | 0 | 4 | 31 | 64 | ±3 | 4.6 | ±0.1 | <div></div> |
| 5 Point | 98 | ±1 | 1 | 1 | 5 | 30 | 63 | ±2 | 4.5 | ±0.1 | <div></div> |
| No Preference | 98 | ±1 | 1 | 1 | 4 | 32 | 62 | ±3 | 4.5 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 1 | 1 | 4 | 28 | 67 | ±2 | 4.6 | ±0.1 | <div></div> |
| FERS | 97 | ±1 | 1 | 1 | 4 | 26 | 68 | ±1 | 4.6 | ±0.1 | <div></div> |
| Other Plan | 93 | ±3 | 2 | 1 | 7 | 26 | 64 | ±6 | 4.5 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 1 | 1 | 4 | 26 | 68 | ±1 | 4.6 | ±0.1 | <div></div> |
| Optional Eligible | 98 | ±1 | 1 | 1 | 5 | 28 | 65 | ±2 | 4.5 | ±0.1 | <div></div> |
| Discontinued Service | 98 | ±1 | 1 | 1 | 4 | 27 | 67 | ±2 | 4.6 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 1 | 1 | 5 | 27 | 66 | ±2 | 4.6 | ±0.1 | <div></div> |
| 5 to 10 Years | 98 | ±1 | 2 | 1 | 4 | 26 | 68 | ±3 | 4.6 | ±0.1 | <div></div> |
| 11 to 20 Years | 97 | ±1 | 1 | 1 | 4 | 26 | 69 | ±2 | 4.6 | ±0.1 | <div></div> |
| 21 to 30 Years | 98 | ±1 | 1 | 1 | 4 | 27 | 66 | ±2 | 4.6 | ±0.1 | <div></div> |
| More Than 30 Years | 98 | ±1 | 1 | 1 | 4 | 29 | 66 | ±2 | 4.6 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 1 | 1 | 4 | 27 | 67 | ±3 | 4.6 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 96 | ±1 | 1 | 1 | 4 | 26 | 69 | ±2 | 4.6 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 98 | ±1 | 1 | 1 | 4 | 26 | 68 | ±1 | 4.6 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 98 | ±1 | 1 | 1 | 4 | 28 | 66 | ±2 | 4.6 | ±0.1 | <div></div> |
| More Than 60 Years Old | 97 | ±1 | 2 | 1 | 3 | 28 | 66 | ±3 | 4.6 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 1 | 1 | 5 | 28 | 65 | ±1 | 4.6 | ±0.1 | <div></div> |
| Female | 97 | ±1 | 1 | 1 | 3 | 24 | 71 | ±2 | 4.6 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 1 | 1 | 4 | 28 | 66 | ±1 | 4.6 | ±0.1 | <div></div> |
| Total Minority | 96 | ±1 | 2 | 1 | 4 | 25 | 69 | ±2 | 4.6 | ±0.1 | <div></div> |
| Non-Hispanic Black | 96 | ±1 | 2 | 1 | 4 | 24 | 69 | ±2 | 4.6 | ±0.1 | <div></div> |
| Hispanic | 98 | ±1 | 2 | 1 | 4 | 23 | 71 | ±3 | 4.6 | ±0.1 | <div></div> |
| Non-Hispanic API | 95 | ±2 | 1 | 1 | 3 | 28 | 66 | ±3 | 4.6 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 96 | ±1 | 2 | 2 | 9 | 37 | 49 | ±2 | 4.3 | ±0.1 | <div></div> |
| Some College | 97 | ±1 | 1 | 1 | 5 | 30 | 64 | ±1 | 4.5 | ±0.1 | <div></div> |
| 4-Year Degree | 98 | ±1 | 0 | 0 | 2 | 20 | 77 | ±2 | 4.7 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 98 | ±1 | 1 | 0 | 1 | 19 | 79 | ±2 | 4.8 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**e. Attending a trade, technical, vocational, or community college**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|----|-----|-----------|--------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 97 | ±1 | 2 | 4 | 12 | 45 | 38 | ±1 | 4.1 | ±0.1 | <div></div> | | |
| Army | 97 | ±1 | 2 | 4 | 11 | 45 | 38 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Navy | 97 | ±1 | 2 | 4 | 12 | 46 | 36 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Air Force | 98 | ±1 | 2 | 4 | 12 | 45 | 38 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 97 | ±1 | 2 | 3 | 12 | 43 | 39 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 2 | 4 | 13 | 44 | 37 | ±1 | 4.1 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 96 | ±2 | 5 | 3 | 12 | 40 | 41 | ±5 | 4.1 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 96 | ±1 | 2 | 2 | 10 | 43 | 43 | ±2 | 4.2 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 98 | ±1 | 1 | 4 | 11 | 45 | 38 | ±2 | 4.2 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 98 | ±1 | 2 | 7 | 19 | 45 | 27 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| SES | 98 | ±1 | 2 | 15 | 30 | 33 | 21 | ±8 | 3.6 | ±0.2 | <div></div> | | |
| Blue Collar Total | 97 | ±1 | 2 | 2 | 8 | 47 | 41 | ±2 | 4.2 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 95 | ±3 | 4 | 2 | 11 | 44 | 39 | ±6 | 4.1 | ±0.2 | <div></div> | | |
| WG 6 to 9 | 97 | ±2 | 2 | 2 | 8 | 46 | 43 | ±4 | 4.3 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 97 | ±1 | 1 | 3 | 8 | 49 | 40 | ±3 | 4.2 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 98 | ±1 | 1 | 2 | 6 | 46 | 46 | ±4 | 4.3 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 98 | ±1 | 2 | 8 | 20 | 44 | 27 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| Administrative | 98 | ±1 | 1 | 4 | 11 | 45 | 39 | ±2 | 4.2 | ±0.1 | <div></div> | | |
| Technical | 97 | ±1 | 2 | 2 | 9 | 45 | 42 | ±2 | 4.2 | ±0.1 | <div></div> | | |
| Clerical | 96 | ±2 | 3 | 3 | 10 | 41 | 44 | ±3 | 4.2 | ±0.1 | <div></div> | | |
| Other White Collar | 97 | ±2 | 2 | 3 | 12 | 46 | 37 | ±4 | 4.1 | ±0.1 | <div></div> | | |
| Blue Collar | 97 | ±1 | 2 | 2 | 8 | 47 | 41 | ±2 | 4.2 | ±0.1 | <div></div> | | |
| Scientists | 97 | ±2 | 2 | 8 | 23 | 40 | 27 | ±3 | 3.8 | ±0.1 | <div></div> | | |
| Engineers | 99 | ±1 | 2 | 7 | 19 | 45 | 27 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 2 | 5 | 14 | 44 | 36 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Manager | 98 | ±1 | 1 | 7 | 14 | 45 | 33 | ±3 | 4.0 | ±0.1 | <div></div> | | |
| Wage Leader | 98 | ±2 | 2 | 2 | 9 | 46 | 40 | ±5 | 4.2 | ±0.1 | <div></div> | | |
| Wage Supervisor | 97 | ±2 | 2 | 2 | 7 | 43 | 45 | ±4 | 4.3 | ±0.1 | <div></div> | | |
| All Others | 97 | ±1 | 2 | 4 | 12 | 45 | 38 | ±1 | 4.1 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 2 | 4 | 12 | 45 | 38 | ±1 | 4.1 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 93 | ±4 | 5 | 5 | 16 | 41 | 34 | ±7 | 3.9 | ±0.2 | <div></div> | | |
| CONUS | 98 | ±1 | 2 | 4 | 12 | 45 | 37 | ±1 | 4.1 | ±0.1 | <div></div> | | |
| OCONUS | 96 | ±2 | 3 | 4 | 11 | 44 | 39 | ±3 | 4.1 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 2 | 4 | 12 | 45 | 38 | ±1 | 4.1 | ±0.1 | <div></div> | | |
| Non-Permanent | 94 | ±3 | 4 | 4 | 12 | 44 | 36 | ±5 | 4.0 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 2 | 5 | 13 | 45 | 36 | ±1 | 4.1 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 97 | ±1 | 2 | 3 | 10 | 45 | 40 | ±2 | 4.2 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**e. Attending a trade, technical, vocational, or community college**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|---|----|----|----|--------|--------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 97 | ±1 | 2 | 4 | 12 | 45 | 37 | ±1 | 4.1 | ±0.1 | |
| Disability | 98 | ±1 | 2 | 3 | 9 | 43 | 43 | ±2 | 4.2 | ±0.1 | |
| Targeted Disability | 97 | ±2 | 2 | 4 | 10 | 42 | 42 | ±3 | 4.2 | ±0.1 | |
| Other Disability | 98 | ±1 | 2 | 3 | 9 | 44 | 43 | ±2 | 4.2 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 2 | 4 | 14 | 43 | 36 | ±1 | 4.1 | ±0.1 | |
| Veteran | 98 | ±1 | 1 | 3 | 10 | 47 | 39 | ±1 | 4.2 | ±0.1 | |
| 10 Point 30% | 97 | ±1 | 2 | 3 | 8 | 45 | 41 | ±3 | 4.2 | ±0.1 | |
| 10 Point Non-30% | 97 | ±1 | 1 | 2 | 8 | 47 | 42 | ±3 | 4.3 | ±0.1 | |
| 5 Point | 98 | ±1 | 1 | 3 | 10 | 47 | 39 | ±2 | 4.2 | ±0.1 | |
| No Preference | 98 | ±1 | 1 | 4 | 13 | 49 | 33 | ±3 | 4.1 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 98 | ±1 | 2 | 3 | 11 | 45 | 40 | ±2 | 4.2 | ±0.1 | |
| FERS | 97 | ±1 | 2 | 4 | 13 | 45 | 36 | ±1 | 4.1 | ±0.1 | |
| Other Plan | 93 | ±3 | 5 | 3 | 13 | 42 | 37 | ±6 | 4.0 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 2 | 4 | 13 | 45 | 36 | ±1 | 4.1 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 2 | 3 | 11 | 45 | 39 | ±2 | 4.2 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 1 | 3 | 10 | 44 | 41 | ±2 | 4.2 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 3 | 5 | 14 | 45 | 33 | ±2 | 4.0 | ±0.1 | |
| 5 to 10 Years | 97 | ±1 | 2 | 5 | 13 | 44 | 35 | ±3 | 4.1 | ±0.1 | |
| 11 to 20 Years | 97 | ±1 | 2 | 4 | 12 | 45 | 38 | ±2 | 4.1 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 1 | 3 | 11 | 45 | 40 | ±2 | 4.2 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 1 | 3 | 10 | 46 | 40 | ±2 | 4.2 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 3 | 6 | 16 | 44 | 31 | ±3 | 3.9 | ±0.1 | |
| 31 to 40 Years Old | 96 | ±1 | 2 | 5 | 14 | 45 | 33 | ±2 | 4.0 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 2 | 4 | 11 | 45 | 39 | ±2 | 4.2 | ±0.1 | |
| 51 to 60 Years Old | 98 | ±1 | 1 | 3 | 10 | 45 | 40 | ±2 | 4.2 | ±0.1 | |
| More Than 60 Years Old | 97 | ±1 | 2 | 4 | 13 | 47 | 35 | ±3 | 4.1 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 98 | ±1 | 2 | 4 | 13 | 46 | 35 | ±1 | 4.1 | ±0.1 | |
| Female | 97 | ±1 | 2 | 4 | 10 | 42 | 42 | ±2 | 4.2 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 1 | 4 | 13 | 46 | 36 | ±1 | 4.1 | ±0.1 | |
| Total Minority | 96 | ±1 | 2 | 4 | 10 | 43 | 41 | ±2 | 4.2 | ±0.1 | |
| Non-Hispanic Black | 96 | ±1 | 3 | 3 | 9 | 43 | 42 | ±2 | 4.2 | ±0.1 | |
| Hispanic | 97 | ±1 | 3 | 4 | 10 | 40 | 44 | ±3 | 4.2 | ±0.1 | |
| Non-Hispanic API | 94 | ±2 | 2 | 7 | 13 | 47 | 31 | ±3 | 4.0 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 96 | ±1 | 3 | 2 | 8 | 48 | 39 | ±2 | 4.2 | ±0.1 | |
| Some College | 97 | ±1 | 1 | 2 | 9 | 45 | 43 | ±1 | 4.3 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 2 | 6 | 16 | 44 | 32 | ±2 | 4.0 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 2 | 7 | 19 | 43 | 29 | ±2 | 3.9 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**f. Getting a part-time job**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | |
|-----------------------------|----|----|--------------------|----|-------------|----|----|----|-----|--------|--------------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 95 | ±1 | 7 | 13 | 22 | 41 | 17 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Army | 94 | ±1 | 6 | 13 | 21 | 42 | 18 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Navy | 94 | ±1 | 7 | 15 | 23 | 39 | 15 | ±2 | 3.4 | ±0.1 | <div></div> | |
| Air Force | 95 | ±1 | 6 | 13 | 23 | 40 | 17 | ±2 | 3.5 | ±0.1 | <div></div> | |
| DoD Agencies and Activities | 94 | ±1 | 7 | 13 | 21 | 43 | 17 | ±2 | 3.5 | ±0.1 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 95 | ±1 | 6 | 13 | 22 | 42 | 17 | ±1 | 3.5 | ±0.1 | <div></div> | |
| GS 1 to 4 | 92 | ±3 | 5 | 9 | 15 | 46 | 24 | ±5 | 3.7 | ±0.1 | <div></div> | |
| GS 5 to 8 | 94 | ±1 | 7 | 12 | 19 | 43 | 18 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS 9 to 12 | 95 | ±1 | 6 | 13 | 23 | 41 | 17 | ±2 | 3.5 | ±0.1 | <div></div> | |
| GS/GM 13 to 15 | 97 | ±1 | 6 | 14 | 23 | 42 | 16 | ±2 | 3.5 | ±0.1 | <div></div> | |
| SES | 96 | ±1 | 5 | 12 | 28 | 41 | 13 | ±9 | 3.5 | ±0.2 | <div></div> | |
| Blue Collar Total | 94 | ±1 | 9 | 16 | 23 | 37 | 15 | ±2 | 3.3 | ±0.1 | <div></div> | |
| WG 1 to 5 | 91 | ±3 | 8 | 12 | 18 | 46 | 15 | ±6 | 3.5 | ±0.2 | <div></div> | |
| WG 6 to 9 | 93 | ±2 | 9 | 15 | 22 | 38 | 16 | ±4 | 3.4 | ±0.1 | <div></div> | |
| WG 10 to 15 | 95 | ±2 | 9 | 17 | 25 | 35 | 15 | ±3 | 3.3 | ±0.1 | <div></div> | |
| WS/WL 1 to 19 | 93 | ±2 | 8 | 18 | 23 | 36 | 14 | ±4 | 3.3 | ±0.1 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 96 | ±1 | 5 | 12 | 24 | 42 | 16 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Administrative | 95 | ±1 | 6 | 13 | 22 | 42 | 17 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Technical | 94 | ±1 | 6 | 13 | 21 | 42 | 18 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Clerical | 93 | ±2 | 6 | 12 | 17 | 45 | 19 | ±3 | 3.6 | ±0.1 | <div></div> | |
| Other White Collar | 94 | ±3 | 9 | 13 | 20 | 40 | 18 | ±4 | 3.4 | ±0.1 | <div></div> | |
| Blue Collar | 94 | ±1 | 9 | 16 | 23 | 37 | 15 | ±2 | 3.3 | ±0.1 | <div></div> | |
| Scientists | 96 | ±2 | 4 | 14 | 27 | 38 | 17 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Engineers | 96 | ±1 | 6 | 14 | 26 | 40 | 14 | ±2 | 3.4 | ±0.1 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 95 | ±1 | 7 | 13 | 23 | 40 | 17 | ±2 | 3.5 | ±0.1 | <div></div> | |
| Manager | 95 | ±2 | 6 | 15 | 21 | 41 | 18 | ±3 | 3.5 | ±0.1 | <div></div> | |
| Wage Leader | 94 | ±3 | 11 | 19 | 21 | 38 | 12 | ±5 | 3.2 | ±0.2 | <div></div> | |
| Wage Supervisor | 93 | ±3 | 6 | 18 | 22 | 36 | 18 | ±4 | 3.4 | ±0.1 | <div></div> | |
| All Others | 94 | ±1 | 6 | 13 | 22 | 41 | 17 | ±1 | 3.5 | ±0.1 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 95 | ±1 | 7 | 14 | 22 | 41 | 17 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Other Than Full-Time | 93 | ±4 | 6 | 8 | 14 | 50 | 23 | ±7 | 3.8 | ±0.2 | <div></div> | |
| CONUS | 95 | ±1 | 7 | 14 | 22 | 41 | 17 | ±1 | 3.5 | ±0.1 | <div></div> | |
| OCONUS | 94 | ±2 | 7 | 12 | 23 | 40 | 17 | ±3 | 3.5 | ±0.1 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 95 | ±1 | 7 | 14 | 22 | 41 | 17 | ±1 | 3.5 | ±0.1 | <div></div> | |
| Non-Permanent | 93 | ±3 | 6 | 8 | 17 | 47 | 22 | ±5 | 3.7 | ±0.1 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 95 | ±1 | 6 | 13 | 22 | 41 | 17 | ±1 | 3.5 | ±0.1 | <div></div> | |
| In Bargaining Unit | 94 | ±1 | 7 | 14 | 22 | 40 | 17 | ±2 | 3.5 | ±0.1 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**f. Getting a part-time job**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 95 | ±1 | 6 | 13 | 22 | 41 | 17 | ±1 | 3.5 | ±0.1 | <div></div> |
| Disability | 94 | ±1 | 8 | 14 | 21 | 39 | 17 | ±2 | 3.4 | ±0.1 | <div></div> |
| Targeted Disability | 93 | ±2 | 10 | 15 | 21 | 39 | 15 | ±3 | 3.3 | ±0.1 | <div></div> |
| Other Disability | 95 | ±1 | 7 | 14 | 21 | 40 | 18 | ±2 | 3.5 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 94 | ±1 | 6 | 12 | 22 | 42 | 18 | ±1 | 3.5 | ±0.1 | <div></div> |
| Veteran | 95 | ±1 | 7 | 15 | 23 | 39 | 16 | ±1 | 3.4 | ±0.1 | <div></div> |
| 10 Point 30% | 94 | ±2 | 9 | 15 | 20 | 39 | 17 | ±3 | 3.4 | ±0.1 | <div></div> |
| 10 Point Non-30% | 94 | ±2 | 6 | 14 | 22 | 41 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| 5 Point | 95 | ±1 | 7 | 15 | 23 | 38 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| No Preference | 95 | ±2 | 6 | 14 | 23 | 41 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 95 | ±1 | 7 | 15 | 23 | 39 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| FERS | 95 | ±1 | 6 | 13 | 22 | 42 | 17 | ±1 | 3.5 | ±0.1 | <div></div> |
| Other Plan | 92 | ±4 | 6 | 10 | 16 | 47 | 20 | ±6 | 3.6 | ±0.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 95 | ±1 | 6 | 12 | 22 | 42 | 18 | ±1 | 3.5 | ±0.1 | <div></div> |
| Optional Eligible | 94 | ±1 | 7 | 15 | 23 | 39 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| Discontinued Service | 95 | ±1 | 7 | 15 | 23 | 39 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 94 | ±1 | 6 | 11 | 21 | 43 | 19 | ±2 | 3.6 | ±0.1 | <div></div> |
| 5 to 10 Years | 95 | ±1 | 7 | 11 | 22 | 42 | 18 | ±3 | 3.5 | ±0.1 | <div></div> |
| 11 to 20 Years | 94 | ±1 | 7 | 13 | 21 | 42 | 17 | ±2 | 3.5 | ±0.1 | <div></div> |
| 21 to 30 Years | 95 | ±1 | 7 | 14 | 23 | 41 | 16 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 30 Years | 94 | ±1 | 7 | 18 | 25 | 35 | 14 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 5 | 10 | 20 | 44 | 21 | ±3 | 3.7 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 95 | ±1 | 6 | 12 | 21 | 44 | 17 | ±2 | 3.6 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 95 | ±1 | 6 | 12 | 22 | 42 | 18 | ±2 | 3.5 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 94 | ±1 | 7 | 16 | 23 | 38 | 15 | ±2 | 3.4 | ±0.1 | <div></div> |
| More Than 60 Years Old | 91 | ±2 | 8 | 17 | 25 | 37 | 13 | ±3 | 3.3 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 95 | ±1 | 7 | 15 | 24 | 39 | 15 | ±1 | 3.4 | ±0.1 | <div></div> |
| Female | 94 | ±1 | 6 | 11 | 19 | 45 | 20 | ±2 | 3.6 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 95 | ±1 | 6 | 14 | 23 | 40 | 17 | ±1 | 3.5 | ±0.1 | <div></div> |
| Total Minority | 93 | ±1 | 7 | 13 | 20 | 42 | 17 | ±2 | 3.5 | ±0.1 | <div></div> |
| Non-Hispanic Black | 93 | ±2 | 8 | 14 | 18 | 44 | 16 | ±3 | 3.5 | ±0.1 | <div></div> |
| Hispanic | 94 | ±2 | 6 | 12 | 20 | 41 | 21 | ±3 | 3.6 | ±0.1 | <div></div> |
| Non-Hispanic API | 92 | ±2 | 7 | 12 | 25 | 42 | 14 | ±3 | 3.4 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 92 | ±2 | 9 | 16 | 21 | 39 | 15 | ±2 | 3.3 | ±0.1 | <div></div> |
| Some College | 94 | ±1 | 7 | 14 | 22 | 40 | 17 | ±1 | 3.5 | ±0.1 | <div></div> |
| 4-Year Degree | 95 | ±1 | 5 | 12 | 22 | 42 | 18 | ±2 | 3.6 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 96 | ±1 | 5 | 13 | 23 | 43 | 16 | ±2 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**g. Getting a full-time job**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|-----|-----|-----------|--------------------|--|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 96 | ±1 | 3 | 8 | 18 | 35 | 36 | ±1 | 3.9 | ±0.1 | <div></div> | | |
| Army | 96 | ±1 | 3 | 9 | 17 | 35 | 36 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| Navy | 97 | ±1 | 3 | 8 | 17 | 34 | 37 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| Air Force | 97 | ±1 | 3 | 7 | 18 | 36 | 35 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| DoD Agencies and Activities | 96 | ±1 | 4 | 9 | 18 | 35 | 34 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 96 | ±1 | 4 | 9 | 18 | 34 | 34 | ±1 | 3.9 | ±0.1 | <div></div> | | |
| GS 1 to 4 | 94 | ±3 | 3 | 9 | 16 | 36 | 37 | ±5 | 4.0 | ±0.1 | <div></div> | | |
| GS 5 to 8 | 95 | ±1 | 4 | 7 | 16 | 34 | 38 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| GS 9 to 12 | 97 | ±1 | 3 | 9 | 18 | 35 | 35 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| GS/GM 13 to 15 | 98 | ±1 | 4 | 12 | 19 | 35 | 31 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| SES | 98 | ±1 | 3 | 18 | 22 | 23 | 34 | ±11 | 3.7 | ±0.3 | <div></div> | | |
| Blue Collar Total | 96 | ±1 | 2 | 5 | 15 | 37 | 41 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| WG 1 to 5 | 95 | ±3 | 2 | 7 | 16 | 35 | 39 | ±6 | 4.0 | ±0.2 | <div></div> | | |
| WG 6 to 9 | 95 | ±2 | 3 | 5 | 13 | 37 | 43 | ±4 | 4.1 | ±0.1 | <div></div> | | |
| WG 10 to 15 | 97 | ±1 | 2 | 5 | 16 | 37 | 40 | ±3 | 4.1 | ±0.1 | <div></div> | | |
| WS/WL 1 to 19 | 97 | ±2 | 3 | 5 | 14 | 36 | 42 | ±4 | 4.1 | ±0.1 | <div></div> | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 97 | ±1 | 4 | 12 | 22 | 32 | 30 | ±2 | 3.7 | ±0.1 | <div></div> | | |
| Administrative | 97 | ±1 | 3 | 9 | 17 | 35 | 35 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| Technical | 96 | ±1 | 3 | 7 | 17 | 37 | 36 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| Clerical | 95 | ±2 | 4 | 8 | 16 | 34 | 38 | ±3 | 4.0 | ±0.1 | <div></div> | | |
| Other White Collar | 95 | ±2 | 4 | 7 | 16 | 34 | 39 | ±4 | 4.0 | ±0.1 | <div></div> | | |
| Blue Collar | 96 | ±1 | 2 | 5 | 15 | 37 | 41 | ±2 | 4.1 | ±0.1 | <div></div> | | |
| Scientists | 96 | ±2 | 4 | 11 | 24 | 34 | 28 | ±3 | 3.7 | ±0.1 | <div></div> | | |
| Engineers | 98 | ±1 | 4 | 12 | 21 | 33 | 31 | ±2 | 3.8 | ±0.1 | <div></div> | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 97 | ±1 | 3 | 9 | 18 | 33 | 37 | ±2 | 3.9 | ±0.1 | <div></div> | | |
| Manager | 97 | ±2 | 3 | 9 | 17 | 34 | 37 | ±3 | 3.9 | ±0.1 | <div></div> | | |
| Wage Leader | 97 | ±2 | 3 | 6 | 14 | 38 | 40 | ±5 | 4.1 | ±0.1 | <div></div> | | |
| Wage Supervisor | 96 | ±2 | 4 | 4 | 15 | 37 | 41 | ±4 | 4.1 | ±0.1 | <div></div> | | |
| All Others | 96 | ±1 | 3 | 9 | 18 | 35 | 35 | ±1 | 3.9 | ±0.1 | <div></div> | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 97 | ±1 | 3 | 8 | 18 | 35 | 36 | ±1 | 3.9 | ±0.1 | <div></div> | | |
| Other Than Full-Time | 93 | ±4 | 4 | 12 | 20 | 37 | 26 | ±7 | 3.7 | ±0.2 | <div></div> | | |
| CONUS | 97 | ±1 | 3 | 8 | 17 | 35 | 36 | ±1 | 3.9 | ±0.1 | <div></div> | | |
| OCONUS | 95 | ±2 | 4 | 9 | 19 | 33 | 33 | ±3 | 3.8 | ±0.1 | <div></div> | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 97 | ±1 | 3 | 8 | 18 | 35 | 36 | ±1 | 3.9 | ±0.1 | <div></div> | | |
| Non-Permanent | 94 | ±3 | 3 | 11 | 17 | 37 | 32 | ±5 | 3.8 | ±0.1 | <div></div> | | |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 97 | ±1 | 3 | 9 | 18 | 35 | 35 | ±1 | 3.9 | ±0.1 | <div></div> | | |
| In Bargaining Unit | 96 | ±1 | 3 | 8 | 17 | 35 | 37 | ±1 | 4.0 | ±0.1 | <div></div> | | |

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**g. Getting a full-time job**

| | Percent Responding | | Percentages | | | | | Max ME | Average Likelihood | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|--------------------|------|--|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 96 | ±1 | 3 | 9 | 18 | 35 | 35 | ±1 | 3.9 | ±0.1 | |
| Disability | 96 | ±1 | 3 | 7 | 16 | 34 | 41 | ±2 | 4.0 | ±0.1 | |
| Targeted Disability | 96 | ±2 | 3 | 6 | 14 | 34 | 43 | ±3 | 4.1 | ±0.1 | |
| Other Disability | 97 | ±1 | 3 | 7 | 16 | 33 | 41 | ±2 | 4.0 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 96 | ±1 | 4 | 10 | 19 | 34 | 33 | ±1 | 3.8 | ±0.1 | |
| Veteran | 97 | ±1 | 3 | 6 | 16 | 36 | 39 | ±1 | 4.0 | ±0.1 | |
| 10 Point 30% | 97 | ±1 | 3 | 6 | 13 | 35 | 43 | ±3 | 4.1 | ±0.1 | |
| 10 Point Non-30% | 96 | ±2 | 2 | 6 | 15 | 37 | 40 | ±3 | 4.1 | ±0.1 | |
| 5 Point | 97 | ±1 | 2 | 7 | 16 | 36 | 39 | ±2 | 4.0 | ±0.1 | |
| No Preference | 97 | ±1 | 3 | 7 | 17 | 36 | 37 | ±3 | 4.0 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 97 | ±1 | 3 | 8 | 17 | 35 | 36 | ±2 | 3.9 | ±0.1 | |
| FERS | 96 | ±1 | 3 | 9 | 18 | 34 | 36 | ±1 | 3.9 | ±0.1 | |
| Other Plan | 93 | ±3 | 2 | 9 | 18 | 41 | 29 | ±6 | 3.9 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 96 | ±1 | 4 | 9 | 19 | 35 | 34 | ±1 | 3.9 | ±0.1 | |
| Optional Eligible | 97 | ±1 | 3 | 7 | 16 | 35 | 39 | ±2 | 4.0 | ±0.1 | |
| Discontinued Service | 97 | ±1 | 3 | 8 | 18 | 35 | 36 | ±2 | 3.9 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 3 | 10 | 19 | 35 | 33 | ±2 | 3.8 | ±0.1 | |
| 5 to 10 Years | 96 | ±1 | 3 | 9 | 18 | 33 | 36 | ±3 | 3.9 | ±0.1 | |
| 11 to 20 Years | 96 | ±1 | 4 | 9 | 18 | 34 | 35 | ±2 | 3.9 | ±0.1 | |
| 21 to 30 Years | 97 | ±1 | 3 | 8 | 17 | 36 | 36 | ±2 | 3.9 | ±0.1 | |
| More Than 30 Years | 97 | ±1 | 3 | 6 | 16 | 36 | 39 | ±2 | 4.0 | ±0.1 | |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 3 | 12 | 19 | 34 | 32 | ±3 | 3.8 | ±0.1 | |
| 31 to 40 Years Old | 96 | ±1 | 3 | 10 | 19 | 34 | 34 | ±2 | 3.9 | ±0.1 | |
| 41 to 50 Years Old | 97 | ±1 | 3 | 9 | 18 | 35 | 35 | ±2 | 3.9 | ±0.1 | |
| 51 to 60 Years Old | 97 | ±1 | 3 | 7 | 17 | 36 | 37 | ±2 | 4.0 | ±0.1 | |
| More Than 60 Years Old | 95 | ±2 | 4 | 6 | 16 | 33 | 41 | ±3 | 4.0 | ±0.1 | |
| GENDER | | | | | | | | | | | |
| Male | 97 | ±1 | 3 | 8 | 18 | 36 | 36 | ±1 | 3.9 | ±0.1 | |
| Female | 96 | ±1 | 4 | 10 | 18 | 34 | 35 | ±2 | 3.9 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 97 | ±1 | 3 | 8 | 18 | 36 | 35 | ±1 | 3.9 | ±0.1 | |
| Total Minority | 95 | ±1 | 4 | 9 | 16 | 33 | 38 | ±2 | 3.9 | ±0.1 | |
| Non-Hispanic Black | 94 | ±2 | 5 | 8 | 15 | 33 | 40 | ±2 | 3.9 | ±0.1 | |
| Hispanic | 96 | ±1 | 4 | 8 | 16 | 31 | 41 | ±3 | 4.0 | ±0.1 | |
| Non-Hispanic API | 94 | ±2 | 4 | 10 | 20 | 35 | 31 | ±3 | 3.8 | ±0.1 | |
| EDUCATION | | | | | | | | | | | |
| No College | 95 | ±1 | 2 | 5 | 13 | 38 | 41 | ±2 | 4.1 | ±0.1 | |
| Some College | 96 | ±1 | 3 | 7 | 17 | 35 | 37 | ±1 | 4.0 | ±0.1 | |
| 4-Year Degree | 97 | ±1 | 4 | 10 | 19 | 34 | 32 | ±2 | 3.8 | ±0.1 | |
| Graduate/Professional Degree | 97 | ±1 | 4 | 13 | 21 | 32 | 31 | ±2 | 3.7 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

79. Over the last 2 years, how much of a problem has employee turnover been for your organization?

1. Not a problem

2. Slight problem

3. Somewhat of a problem

4. Serious problem

| | Percent Responding | | Percentages | | | | Max ME | Severity of Problem | | |
|-----------------------------|--------------------|----|-------------|----|----|----|--------|---------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | |
| Total DoD | 98 | ±1 | 33 | 30 | 23 | 14 | ±1 | 2.2 | ±0.1 | <div></div> |
| Army | 97 | ±1 | 33 | 31 | 22 | 14 | ±2 | 2.2 | ±0.1 | <div></div> |
| Navy | 98 | ±1 | 31 | 31 | 24 | 14 | ±2 | 2.2 | ±0.1 | <div></div> |
| Air Force | 98 | ±1 | 33 | 31 | 23 | 13 | ±2 | 2.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 97 | ±1 | 33 | 29 | 24 | 14 | ±2 | 2.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 31 | 31 | 24 | 14 | ±1 | 2.2 | ±0.1 | <div></div> |
| GS 1 to 4 | 95 | ±3 | 38 | 28 | 23 | 11 | ±5 | 2.1 | ±0.1 | <div></div> |
| GS 5 to 8 | 97 | ±1 | 33 | 28 | 23 | 16 | ±2 | 2.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 98 | ±1 | 30 | 31 | 24 | 15 | ±1 | 2.2 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 99 | ±1 | 24 | 33 | 27 | 16 | ±2 | 2.3 | ±0.1 | <div></div> |
| SES | 99 | ±1 | 26 | 36 | 29 | 8 | ±9 | 2.2 | ±0.2 | <div></div> |
| Blue Collar Total | 97 | ±1 | 39 | 29 | 19 | 12 | ±2 | 2.0 | ±0.1 | <div></div> |
| WG 1 to 5 | 96 | ±3 | 42 | 27 | 18 | 13 | ±6 | 2.0 | ±0.2 | <div></div> |
| WG 6 to 9 | 97 | ±2 | 46 | 27 | 16 | 11 | ±4 | 1.9 | ±0.1 | <div></div> |
| WG 10 to 15 | 97 | ±1 | 40 | 30 | 19 | 11 | ±3 | 2.0 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 98 | ±1 | 30 | 30 | 24 | 16 | ±3 | 2.3 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | |
| Professional | 98 | ±1 | 29 | 33 | 25 | 13 | ±2 | 2.2 | ±0.1 | <div></div> |
| Administrative | 98 | ±1 | 30 | 31 | 25 | 15 | ±2 | 2.2 | ±0.1 | <div></div> |
| Technical | 97 | ±1 | 34 | 31 | 23 | 13 | ±2 | 2.2 | ±0.1 | <div></div> |
| Clerical | 96 | ±2 | 36 | 27 | 24 | 13 | ±3 | 2.1 | ±0.1 | <div></div> |
| Other White Collar | 97 | ±2 | 23 | 25 | 22 | 30 | ±4 | 2.6 | ±0.1 | <div></div> |
| Blue Collar | 97 | ±1 | 39 | 29 | 20 | 12 | ±2 | 2.0 | ±0.1 | <div></div> |
| Scientists | 97 | ±2 | 27 | 34 | 26 | 13 | ±3 | 2.3 | ±0.1 | <div></div> |
| Engineers | 99 | ±1 | 32 | 34 | 23 | 11 | ±2 | 2.1 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | |
| Supervisor | 98 | ±1 | 26 | 31 | 27 | 16 | ±2 | 2.3 | ±0.1 | <div></div> |
| Manager | 98 | ±1 | 24 | 31 | 26 | 19 | ±3 | 2.4 | ±0.1 | <div></div> |
| Wage Leader | 99 | ±1 | 26 | 30 | 28 | 16 | ±5 | 2.3 | ±0.1 | <div></div> |
| Wage Supervisor | 98 | ±2 | 27 | 34 | 23 | 16 | ±4 | 2.3 | ±0.1 | <div></div> |
| All Others | 97 | ±1 | 35 | 30 | 22 | 13 | ±1 | 2.1 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | |
| Full-Time | 98 | ±1 | 32 | 30 | 23 | 14 | ±1 | 2.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 93 | ±4 | 41 | 31 | 17 | 11 | ±7 | 2.0 | ±0.2 | <div></div> |
| CONUS | 98 | ±1 | 33 | 30 | 23 | 13 | ±1 | 2.2 | ±0.1 | <div></div> |
| OCONUS | 96 | ±2 | 27 | 30 | 23 | 21 | ±3 | 2.4 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | |
| Permanent | 98 | ±1 | 32 | 30 | 23 | 14 | ±1 | 2.2 | ±0.1 | <div></div> |
| Non-Permanent | 94 | ±3 | 44 | 29 | 17 | 9 | ±5 | 1.9 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 32 | 31 | 24 | 14 | ±1 | 2.2 | ±0.1 | <div></div> |
| In Bargaining Unit | 97 | ±1 | 34 | 30 | 23 | 14 | ±1 | 2.2 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question.

79. Over the last 2 years, how much of a problem has employee turnover been for your organization?

| | Percent Responding | | Percentages | | | | Max ME | Severity of Problem | | |
|------------------------------|--------------------|----|-------------|----|----|----|--------|---------------------|------|--|
| | | | 1 | 2 | 3 | 4 | | | | |
| DISABILITY | | | | | | | | | | |
| No Disability | 98 | ±1 | 33 | 31 | 23 | 13 | ±1 | 2.2 | ±0.1 | |
| Disability | 98 | ±1 | 30 | 29 | 25 | 16 | ±2 | 2.3 | ±0.1 | |
| Targeted Disability | 98 | ±1 | 32 | 28 | 24 | 16 | ±3 | 2.2 | ±0.1 | |
| Other Disability | 98 | ±1 | 30 | 30 | 25 | 16 | ±2 | 2.3 | ±0.1 | |
| VETERAN/PREFERENCE | | | | | | | | | | |
| Non-Veteran | 97 | ±1 | 33 | 30 | 24 | 13 | ±1 | 2.2 | ±0.1 | |
| Veteran | 98 | ±1 | 32 | 30 | 23 | 15 | ±1 | 2.2 | ±0.1 | |
| 10 Point 30% | 98 | ±1 | 35 | 29 | 22 | 14 | ±3 | 2.2 | ±0.1 | |
| 10 Point Non-30% | 97 | ±1 | 32 | 30 | 23 | 16 | ±3 | 2.2 | ±0.1 | |
| 5 Point | 98 | ±1 | 31 | 30 | 23 | 15 | ±2 | 2.2 | ±0.1 | |
| No Preference | 98 | ±1 | 34 | 33 | 21 | 12 | ±3 | 2.1 | ±0.1 | |
| RETIREMENT PLAN | | | | | | | | | | |
| CSRS | 98 | ±1 | 31 | 30 | 24 | 15 | ±1 | 2.2 | ±0.1 | |
| FERS | 97 | ±1 | 33 | 30 | 23 | 14 | ±1 | 2.2 | ±0.1 | |
| Other Plan | 93 | ±4 | 39 | 29 | 21 | 11 | ±6 | 2.0 | ±0.2 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | |
| Not Eligible | 97 | ±1 | 33 | 31 | 23 | 13 | ±1 | 2.2 | ±0.1 | |
| Optional Eligible | 98 | ±1 | 33 | 30 | 23 | 14 | ±2 | 2.2 | ±0.1 | |
| Discontinued Service | 98 | ±1 | 30 | 31 | 24 | 15 | ±2 | 2.2 | ±0.1 | |
| LENGTH OF SERVICE | | | | | | | | | | |
| 6 Months to 4 Years | 96 | ±1 | 40 | 31 | 19 | 10 | ±2 | 2.0 | ±0.1 | |
| 5 to 10 Years | 97 | ±1 | 33 | 31 | 22 | 14 | ±3 | 2.2 | ±0.1 | |
| 11 to 20 Years | 98 | ±1 | 31 | 30 | 24 | 14 | ±2 | 2.2 | ±0.1 | |
| 21 to 30 Years | 98 | ±1 | 31 | 30 | 25 | 15 | ±2 | 2.2 | ±0.1 | |
| More Than 30 Years | 98 | ±1 | 31 | 31 | 23 | 15 | ±2 | 2.2 | ±0.1 | |
| AGE | | | | | | | | | | |
| 30 Years Old or Less | 95 | ±2 | 39 | 31 | 19 | 11 | ±3 | 2.0 | ±0.1 | |
| 31 to 40 Years Old | 96 | ±1 | 32 | 32 | 22 | 14 | ±2 | 2.2 | ±0.1 | |
| 41 to 50 Years Old | 98 | ±1 | 32 | 30 | 24 | 14 | ±2 | 2.2 | ±0.1 | |
| 51 to 60 Years Old | 99 | ±1 | 31 | 30 | 24 | 15 | ±2 | 2.2 | ±0.1 | |
| More Than 60 Years Old | 98 | ±1 | 37 | 30 | 22 | 11 | ±3 | 2.1 | ±0.1 | |
| GENDER | | | | | | | | | | |
| Male | 98 | ±1 | 33 | 31 | 23 | 14 | ±1 | 2.2 | ±0.1 | |
| Female | 97 | ±1 | 32 | 29 | 24 | 14 | ±2 | 2.2 | ±0.1 | |
| RACE/ETHNICITY | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 31 | 31 | 24 | 14 | ±1 | 2.2 | ±0.1 | |
| Total Minority | 96 | ±1 | 35 | 29 | 22 | 14 | ±2 | 2.1 | ±0.1 | |
| Non-Hispanic Black | 96 | ±1 | 37 | 28 | 21 | 14 | ±2 | 2.1 | ±0.1 | |
| Hispanic | 97 | ±1 | 35 | 29 | 22 | 14 | ±3 | 2.2 | ±0.1 | |
| Non-Hispanic API | 95 | ±2 | 34 | 32 | 22 | 11 | ±3 | 2.1 | ±0.1 | |
| EDUCATION | | | | | | | | | | |
| No College | 97 | ±1 | 40 | 29 | 19 | 12 | ±2 | 2.0 | ±0.1 | |
| Some College | 97 | ±1 | 33 | 29 | 23 | 14 | ±1 | 2.2 | ±0.1 | |
| 4-Year Degree | 98 | ±1 | 30 | 32 | 25 | 14 | ±2 | 2.2 | ±0.1 | |
| Graduate/Professional Degree | 98 | ±1 | 28 | 33 | 25 | 14 | ±2 | 2.3 | ±0.1 | |

Note. Percent responding are Civilian employees who answered the question.

80. Has your organization hired any new employees in the last 2 years?

| | Percent Responding | | Percentages | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|--------|--------------------------|
| | | | Yes | | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 98 | ±1 | 89 | ±1 | |
| Army | 97 | ±1 | 90 | ±1 | |
| Navy | 98 | ±1 | 88 | ±1 | |
| Air Force | 98 | ±1 | 91 | ±1 | |
| DoD Agencies and Activities | 97 | ±1 | 86 | ±2 | |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 98 | ±1 | 89 | ±1 | |
| GS 1 to 4 | 96 | ±2 | 90 | ±3 | |
| GS 5 to 8 | 97 | ±1 | 88 | ±2 | |
| GS 9 to 12 | 98 | ±1 | 88 | ±1 | |
| GS/GM 13 to 15 | 99 | ±1 | 91 | ±1 | |
| SES | 99 | ±1 | 96 | ±1 | |
| Blue Collar Total | 98 | ±1 | 88 | ±1 | |
| WG 1 to 5 | 96 | ±3 | 86 | ±4 | |
| WG 6 to 9 | 98 | ±1 | 85 | ±3 | |
| WG 10 to 15 | 97 | ±1 | 89 | ±2 | |
| WS/WL 1 to 19 | 98 | ±1 | 89 | ±3 | |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 98 | ±1 | 93 | ±1 | |
| Administrative | 98 | ±1 | 87 | ±1 | |
| Technical | 97 | ±1 | 87 | ±2 | |
| Clerical | 97 | ±2 | 88 | ±2 | |
| Other White Collar | 97 | ±2 | 98 | ±2 | |
| Blue Collar | 97 | ±1 | 88 | ±1 | |
| Scientists | 98 | ±2 | 93 | ±2 | |
| Engineers | 99 | ±1 | 92 | ±1 | |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 98 | ±1 | 90 | ±2 | |
| Manager | 98 | ±1 | 93 | ±2 | |
| Wage Leader | 99 | ±1 | 87 | ±4 | |
| Wage Supervisor | 98 | ±2 | 90 | ±3 | |
| All Others | 98 | ±1 | 89 | ±1 | |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 98 | ±1 | 89 | ±1 | |
| Other Than Full-Time | 95 | ±3 | 93 | ±4 | |
| CONUS | 98 | ±1 | 89 | ±1 | |
| OCONUS | 97 | ±2 | 93 | ±2 | |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 98 | ±1 | 89 | ±1 | |
| Non-Permanent | 95 | ±2 | 92 | ±3 | |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 89 | ±1 | |
| In Bargaining Unit | 98 | ±1 | 89 | ±1 | |

Note. Percent responding are Civilian employees who answered the question.

80. Has your organization hired any new employees in the last 2 years?

| | Percent Responding | | Percentages | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|--------|--------------------------|
| | | | Yes | | |
| DISABILITY | | | | | |
| No Disability | 98 | ±1 | 89 | ±1 | |
| Disability | 98 | ±1 | 88 | ±2 | |
| Targeted Disability | 97 | ±2 | 88 | ±2 | |
| Other Disability | 98 | ±1 | 88 | ±2 | |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 98 | ±1 | 89 | ±1 | |
| Veteran | 98 | ±1 | 89 | ±1 | |
| 10 Point 30% | 98 | ±1 | 90 | ±2 | |
| 10 Point Non-30% | 97 | ±1 | 89 | ±2 | |
| 5 Point | 98 | ±1 | 88 | ±1 | |
| No Preference | 98 | ±1 | 92 | ±2 | |
| RETIREMENT PLAN | | | | | |
| CSRS | 98 | ±1 | 86 | ±1 | |
| FERS | 98 | ±1 | 91 | ±1 | |
| Other Plan | 94 | ±3 | 89 | ±4 | |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 97 | ±1 | 90 | ±1 | |
| Optional Eligible | 98 | ±1 | 89 | ±1 | |
| Discontinued Service | 98 | ±1 | 87 | ±2 | |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 94 | ±2 | |
| 5 to 10 Years | 97 | ±1 | 93 | ±2 | |
| 11 to 20 Years | 98 | ±1 | 89 | ±1 | |
| 21 to 30 Years | 98 | ±1 | 87 | ±1 | |
| More Than 30 Years | 98 | ±1 | 87 | ±2 | |
| AGE | | | | | |
| 30 Years Old or Less | 96 | ±2 | 94 | ±2 | |
| 31 to 40 Years Old | 97 | ±1 | 93 | ±1 | |
| 41 to 50 Years Old | 98 | ±1 | 89 | ±1 | |
| 51 to 60 Years Old | 99 | ±1 | 87 | ±1 | |
| More Than 60 Years Old | 98 | ±1 | 85 | ±2 | |
| GENDER | | | | | |
| Male | 98 | ±1 | 89 | ±1 | |
| Female | 97 | ±1 | 89 | ±1 | |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 98 | ±1 | 90 | ±1 | |
| Total Minority | 97 | ±1 | 88 | ±1 | |
| Non-Hispanic Black | 96 | ±1 | 88 | ±2 | |
| Hispanic | 98 | ±1 | 87 | ±2 | |
| Non-Hispanic API | 96 | ±2 | 89 | ±2 | |
| EDUCATION | | | | | |
| No College | 97 | ±1 | 85 | ±2 | |
| Some College | 98 | ±1 | 88 | ±1 | |
| 4-Year Degree | 98 | ±1 | 90 | ±1 | |
| Graduate/Professional Degree | 98 | ±1 | 93 | ±1 | |

Note. Percent responding are Civilian employees who answered the question.






































81. In the last 2 years at your organization, where did most new hires come from (within the government or outside of the government)?

1. Many more were already government employees 2. More were already government employees 3. About as many were government employees as were not
 4. More were not government employees 5. Many more were not government employees

| Percent Responding | | | Percentages | | | | | Max ME | Average Non-Government Hired | | |
|-----------------------------|----|----|-------------|----|----|----|----|--------|------------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 86 | ±1 | 24 | 19 | 20 | 22 | 16 | ±1 | 2.9 | ±0.1 | <div></div> |
| Army | 87 | ±1 | 25 | 20 | 21 | 20 | 14 | ±2 | 2.8 | ±0.1 | <div></div> |
| Navy | 86 | ±1 | 19 | 15 | 19 | 25 | 22 | ±2 | 3.2 | ±0.1 | <div></div> |
| Air Force | 89 | ±1 | 30 | 22 | 20 | 17 | 11 | ±2 | 2.6 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 83 | ±2 | 20 | 17 | 19 | 24 | 20 | ±2 | 3.1 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 86 | ±1 | 25 | 20 | 20 | 20 | 15 | ±1 | 2.8 | ±0.1 | <div></div> |
| GS 1 to 4 | 85 | ±3 | 19 | 19 | 25 | 22 | 15 | ±4 | 2.9 | ±0.2 | <div></div> |
| GS 5 to 8 | 84 | ±2 | 26 | 22 | 21 | 19 | 13 | ±2 | 2.7 | ±0.1 | <div></div> |
| GS 9 to 12 | 86 | ±1 | 26 | 20 | 20 | 20 | 14 | ±1 | 2.7 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 89 | ±2 | 31 | 19 | 18 | 19 | 14 | ±2 | 2.7 | ±0.1 | <div></div> |
| SES | 95 | ±2 | 28 | 22 | 19 | 14 | 17 | ±9 | 2.7 | ±0.3 | <div></div> |
| Blue Collar Total | 85 | ±2 | 17 | 15 | 19 | 27 | 23 | ±2 | 3.2 | ±0.1 | <div></div> |
| WG 1 to 5 | 81 | ±4 | 13 | 14 | 21 | 29 | 22 | ±6 | 3.3 | ±0.2 | <div></div> |
| WG 6 to 9 | 82 | ±3 | 18 | 14 | 19 | 27 | 23 | ±4 | 3.2 | ±0.1 | <div></div> |
| WG 10 to 15 | 86 | ±2 | 18 | 15 | 19 | 26 | 23 | ±3 | 3.2 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 87 | ±3 | 13 | 16 | 19 | 27 | 24 | ±4 | 3.3 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 91 | ±1 | 19 | 16 | 20 | 24 | 22 | ±2 | 3.1 | ±0.1 | <div></div> |
| Administrative | 85 | ±1 | 32 | 22 | 19 | 17 | 10 | ±2 | 2.5 | ±0.1 | <div></div> |
| Technical | 83 | ±2 | 24 | 22 | 20 | 20 | 13 | ±2 | 2.8 | ±0.1 | <div></div> |
| Clerical | 84 | ±2 | 27 | 21 | 21 | 19 | 12 | ±3 | 2.7 | ±0.1 | <div></div> |
| Other White Collar | 94 | ±2 | 14 | 14 | 23 | 26 | 23 | ±4 | 3.3 | ±0.2 | <div></div> |
| Blue Collar | 85 | ±2 | 17 | 15 | 19 | 27 | 23 | ±2 | 3.2 | ±0.1 | <div></div> |
| Scientists | 90 | ±2 | 14 | 14 | 20 | 29 | 22 | ±3 | 3.3 | ±0.1 | <div></div> |
| Engineers | 90 | ±1 | 17 | 14 | 20 | 26 | 23 | ±2 | 3.2 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 88 | ±2 | 27 | 20 | 20 | 19 | 14 | ±2 | 2.7 | ±0.1 | <div></div> |
| Manager | 91 | ±2 | 31 | 17 | 17 | 20 | 15 | ±3 | 2.7 | ±0.1 | <div></div> |
| Wage Leader | 87 | ±4 | 14 | 15 | 18 | 28 | 24 | ±5 | 3.3 | ±0.2 | <div></div> |
| Wage Supervisor | 87 | ±3 | 15 | 18 | 20 | 25 | 22 | ±4 | 3.2 | ±0.2 | <div></div> |
| All Others | 85 | ±1 | 23 | 19 | 20 | 22 | 17 | ±1 | 2.9 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 86 | ±1 | 24 | 19 | 19 | 21 | 16 | ±1 | 2.9 | ±0.1 | <div></div> |
| Other Than Full-Time | 85 | ±5 | 15 | 13 | 27 | 25 | 19 | ±6 | 3.2 | ±0.2 | <div></div> |
| CONUS | 86 | ±1 | 23 | 18 | 20 | 22 | 17 | ±1 | 2.9 | ±0.1 | <div></div> |
| OCONUS | 89 | ±2 | 27 | 20 | 20 | 18 | 15 | ±3 | 2.7 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 86 | ±1 | 24 | 19 | 19 | 21 | 17 | ±1 | 2.9 | ±0.1 | <div></div> |
| Non-Permanent | 86 | ±4 | 17 | 18 | 26 | 24 | 15 | ±5 | 3.0 | ±0.2 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 87 | ±1 | 25 | 19 | 19 | 21 | 15 | ±1 | 2.8 | ±0.1 | <div></div> |
| In Bargaining Unit | 85 | ±1 | 21 | 18 | 20 | 23 | 18 | ±1 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who reported that their organization has hired new employees in the past 2 years (Q80).

81. In the last 2 years at your organization, where did most new hires come from (within the government or outside of the government)?

| | Percent Responding | | Percentages | | | | | Max ME | Average Non-Government Hired | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|------------------------------|------|---|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 86 | ±1 | 24 | 18 | 20 | 22 | 16 | ±1 | 2.9 | ±0.1 |  |
| Disability | 85 | ±2 | 23 | 20 | 20 | 20 | 17 | ±2 | 2.9 | ±0.1 |  |
| Targeted Disability | 84 | ±2 | 24 | 17 | 19 | 21 | 19 | ±3 | 2.9 | ±0.1 |  |
| Other Disability | 85 | ±2 | 23 | 21 | 21 | 20 | 16 | ±2 | 2.8 | ±0.1 |  |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 86 | ±1 | 23 | 18 | 19 | 22 | 18 | ±1 | 2.9 | ±0.1 |  |
| Veteran | 86 | ±1 | 24 | 20 | 20 | 21 | 15 | ±1 | 2.8 | ±0.1 |  |
| 10 Point 30% | 87 | ±2 | 26 | 21 | 21 | 19 | 13 | ±3 | 2.7 | ±0.1 |  |
| 10 Point Non-30% | 86 | ±2 | 25 | 21 | 19 | 21 | 14 | ±3 | 2.8 | ±0.1 |  |
| 5 Point | 85 | ±1 | 24 | 19 | 20 | 21 | 16 | ±2 | 2.9 | ±0.1 |  |
| No Preference | 89 | ±2 | 24 | 21 | 21 | 21 | 13 | ±3 | 2.8 | ±0.1 |  |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 84 | ±1 | 26 | 18 | 18 | 22 | 17 | ±2 | 2.9 | ±0.1 |  |
| FERS | 87 | ±1 | 23 | 19 | 20 | 22 | 17 | ±1 | 2.9 | ±0.1 |  |
| Other Plan | 82 | ±5 | 18 | 22 | 28 | 19 | 14 | ±6 | 2.9 | ±0.2 |  |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 87 | ±1 | 24 | 18 | 20 | 22 | 17 | ±1 | 2.9 | ±0.1 |  |
| Optional Eligible | 86 | ±1 | 23 | 20 | 20 | 21 | 16 | ±2 | 2.9 | ±0.1 |  |
| Discontinued Service | 85 | ±2 | 25 | 19 | 17 | 22 | 17 | ±2 | 2.9 | ±0.1 |  |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 90 | ±2 | 15 | 16 | 23 | 27 | 19 | ±2 | 3.2 | ±0.1 |  |
| 5 to 10 Years | 89 | ±2 | 22 | 17 | 22 | 22 | 16 | ±3 | 2.9 | ±0.1 |  |
| 11 to 20 Years | 86 | ±1 | 25 | 19 | 19 | 20 | 16 | ±2 | 2.8 | ±0.1 |  |
| 21 to 30 Years | 84 | ±1 | 25 | 20 | 18 | 21 | 16 | ±2 | 2.8 | ±0.1 |  |
| More Than 30 Years | 84 | ±2 | 27 | 19 | 18 | 20 | 15 | ±2 | 2.8 | ±0.1 |  |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 89 | ±2 | 17 | 14 | 23 | 25 | 20 | ±3 | 3.2 | ±0.1 |  |
| 31 to 40 Years Old | 89 | ±2 | 23 | 17 | 21 | 23 | 17 | ±2 | 2.9 | ±0.1 |  |
| 41 to 50 Years Old | 86 | ±1 | 25 | 19 | 20 | 20 | 16 | ±1 | 2.8 | ±0.1 |  |
| 51 to 60 Years Old | 85 | ±1 | 25 | 20 | 19 | 21 | 16 | ±2 | 2.8 | ±0.1 |  |
| More Than 60 Years Old | 82 | ±3 | 25 | 20 | 19 | 22 | 15 | ±3 | 2.8 | ±0.1 |  |
| GENDER | | | | | | | | | | | |
| Male | 87 | ±1 | 22 | 17 | 20 | 23 | 18 | ±1 | 3.0 | ±0.1 |  |
| Female | 85 | ±1 | 27 | 21 | 20 | 19 | 14 | ±2 | 2.7 | ±0.1 |  |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 87 | ±1 | 24 | 18 | 20 | 22 | 17 | ±1 | 2.9 | ±0.1 |  |
| Total Minority | 84 | ±1 | 22 | 21 | 20 | 21 | 16 | ±2 | 2.9 | ±0.1 |  |
| Non-Hispanic Black | 84 | ±2 | 24 | 22 | 19 | 21 | 14 | ±2 | 2.8 | ±0.1 |  |
| Hispanic | 84 | ±3 | 22 | 21 | 22 | 20 | 16 | ±3 | 2.9 | ±0.1 |  |
| Non-Hispanic API | 84 | ±3 | 21 | 21 | 17 | 24 | 18 | ±3 | 3.0 | ±0.1 |  |
| EDUCATION | | | | | | | | | | | |
| No College | 82 | ±2 | 20 | 18 | 20 | 24 | 18 | ±2 | 3.0 | ±0.1 |  |
| Some College | 85 | ±1 | 24 | 19 | 20 | 21 | 16 | ±1 | 2.9 | ±0.1 |  |
| 4-Year Degree | 87 | ±1 | 23 | 19 | 19 | 22 | 17 | ±2 | 2.9 | ±0.1 |  |
| Graduate/Professional Degree | 91 | ±1 | 26 | 17 | 20 | 21 | 17 | ±2 | 2.9 | ±0.1 |  |

Note. Percent responding are Civilian employees who answered the question and who reported that their organization has hired new employees in the past 2 years (Q80).

82. How would you rate the performance of employees hired in the last 2 years at your organization?

1. Much lower than average

2. Lower than average

3. Average

4. Higher than average

5. Much higher than average

| | Percent Responding | | Percentages | | | | | Max ME | Average Performance | | |
|-----------------------------|--------------------|----|-------------|----|----|----|----|--------|---------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 86 | ±1 | 2 | 10 | 54 | 29 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| Army | 86 | ±1 | 2 | 10 | 54 | 29 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Navy | 85 | ±1 | 2 | 9 | 54 | 30 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| Air Force | 89 | ±1 | 2 | 11 | 53 | 29 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 82 | ±2 | 2 | 11 | 57 | 25 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 86 | ±1 | 2 | 9 | 54 | 31 | 5 | ±1 | 3.3 | ±0.1 | <div></div> |
| GS 1 to 4 | 84 | ±4 | 4 | 11 | 61 | 20 | 4 | ±5 | 3.1 | ±0.1 | <div></div> |
| GS 5 to 8 | 83 | ±2 | 3 | 11 | 57 | 25 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| GS 9 to 12 | 86 | ±1 | 2 | 9 | 55 | 30 | 4 | ±2 | 3.3 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 89 | ±2 | 1 | 6 | 48 | 39 | 6 | ±2 | 3.4 | ±0.1 | <div></div> |
| SES | 94 | ±2 | 0 | 1 | 29 | 56 | 13 | ±9 | 3.8 | ±0.2 | <div></div> |
| Blue Collar Total | 85 | ±2 | 4 | 16 | 55 | 22 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| WG 1 to 5 | 81 | ±4 | 4 | 13 | 60 | 21 | 3 | ±6 | 3.1 | ±0.1 | <div></div> |
| WG 6 to 9 | 82 | ±3 | 3 | 15 | 57 | 21 | 4 | ±4 | 3.1 | ±0.1 | <div></div> |
| WG 10 to 15 | 86 | ±2 | 4 | 16 | 55 | 21 | 3 | ±3 | 3.0 | ±0.1 | <div></div> |
| WS/WL 1 to 19 | 87 | ±3 | 3 | 17 | 52 | 25 | 4 | ±4 | 3.1 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 90 | ±1 | 1 | 7 | 49 | 38 | 5 | ±2 | 3.4 | ±0.1 | <div></div> |
| Administrative | 84 | ±1 | 2 | 8 | 54 | 31 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| Technical | 83 | ±2 | 3 | 11 | 59 | 24 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| Clerical | 83 | ±2 | 3 | 10 | 60 | 23 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| Other White Collar | 93 | ±3 | 3 | 12 | 52 | 29 | 4 | ±5 | 3.2 | ±0.1 | <div></div> |
| Blue Collar | 85 | ±2 | 4 | 16 | 55 | 22 | 3 | ±2 | 3.1 | ±0.1 | <div></div> |
| Scientists | 89 | ±2 | 2 | 6 | 44 | 41 | 7 | ±4 | 3.5 | ±0.1 | <div></div> |
| Engineers | 89 | ±1 | 1 | 7 | 50 | 38 | 4 | ±2 | 3.4 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 88 | ±2 | 2 | 9 | 51 | 34 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| Manager | 91 | ±2 | 2 | 8 | 46 | 38 | 7 | ±3 | 3.4 | ±0.1 | <div></div> |
| Wage Leader | 86 | ±4 | 4 | 19 | 51 | 23 | 3 | ±5 | 3.0 | ±0.1 | <div></div> |
| Wage Supervisor | 87 | ±3 | 3 | 13 | 53 | 28 | 4 | ±5 | 3.2 | ±0.1 | <div></div> |
| All Others | 85 | ±1 | 2 | 10 | 56 | 28 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 86 | ±1 | 2 | 10 | 54 | 29 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Than Full-Time | 83 | ±6 | 2 | 9 | 61 | 24 | 4 | ±7 | 3.2 | ±0.1 | <div></div> |
| CONUS | 85 | ±1 | 2 | 10 | 54 | 29 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| OCONUS | 89 | ±2 | 3 | 11 | 52 | 30 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 86 | ±1 | 2 | 10 | 54 | 29 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| Non-Permanent | 85 | ±4 | 2 | 9 | 54 | 30 | 5 | ±5 | 3.3 | ±0.1 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 86 | ±1 | 2 | 9 | 53 | 31 | 5 | ±1 | 3.3 | ±0.1 | <div></div> |
| In Bargaining Unit | 85 | ±1 | 3 | 12 | 56 | 26 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |


































Note. Percent responding are Civilian employees who answered the question and who reported that their organization has hired new employees in the past 2 years (Q80).

82. How would you rate the performance of employees hired in the last 2 years at your organization?

| | Percent Responding | | Percentages | | | | | Max ME | Average Performance | | |
|------------------------------|--------------------|----|-------------|----|----|----|---|--------|---------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 86 | ±1 | 2 | 10 | 54 | 29 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| Disability | 85 | ±2 | 4 | 12 | 54 | 27 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| Targeted Disability | 84 | ±2 | 4 | 13 | 52 | 25 | 5 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other Disability | 85 | ±2 | 3 | 11 | 55 | 27 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 86 | ±1 | 2 | 9 | 55 | 29 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| Veteran | 86 | ±1 | 2 | 11 | 53 | 29 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| 10 Point 30% | 87 | ±2 | 2 | 11 | 51 | 30 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| 10 Point Non-30% | 86 | ±2 | 3 | 11 | 52 | 30 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| 5 Point | 85 | ±1 | 2 | 12 | 53 | 28 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| No Preference | 89 | ±2 | 2 | 11 | 52 | 30 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 84 | ±1 | 2 | 10 | 54 | 29 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| FERS | 87 | ±1 | 2 | 10 | 54 | 29 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| Other Plan | 81 | ±5 | 2 | 10 | 57 | 26 | 5 | ±6 | 3.2 | ±0.1 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 86 | ±1 | 2 | 10 | 53 | 30 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| Optional Eligible | 85 | ±1 | 2 | 10 | 55 | 28 | 5 | ±2 | 3.2 | ±0.1 | <div></div> |
| Discontinued Service | 84 | ±2 | 3 | 11 | 55 | 27 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 89 | ±2 | 2 | 8 | 51 | 33 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| 5 to 10 Years | 88 | ±2 | 3 | 12 | 53 | 28 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| 11 to 20 Years | 86 | ±1 | 3 | 11 | 56 | 27 | 3 | ±2 | 3.2 | ±0.1 | <div></div> |
| 21 to 30 Years | 84 | ±1 | 2 | 10 | 55 | 29 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 30 Years | 84 | ±2 | 2 | 9 | 53 | 30 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 88 | ±2 | 1 | 9 | 53 | 32 | 5 | ±3 | 3.3 | ±0.1 | <div></div> |
| 31 to 40 Years Old | 89 | ±2 | 2 | 12 | 55 | 28 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 86 | ±1 | 3 | 11 | 54 | 28 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 84 | ±1 | 2 | 10 | 54 | 29 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| More Than 60 Years Old | 82 | ±3 | 2 | 9 | 53 | 31 | 6 | ±3 | 3.3 | ±0.1 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 86 | ±1 | 2 | 10 | 52 | 31 | 5 | ±1 | 3.2 | ±0.1 | <div></div> |
| Female | 84 | ±1 | 2 | 10 | 58 | 26 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 87 | ±1 | 2 | 10 | 53 | 30 | 4 | ±1 | 3.2 | ±0.1 | <div></div> |
| Total Minority | 83 | ±2 | 3 | 10 | 56 | 27 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic Black | 83 | ±2 | 2 | 10 | 58 | 25 | 5 | ±3 | 3.2 | ±0.1 | <div></div> |
| Hispanic | 84 | ±2 | 4 | 11 | 52 | 28 | 4 | ±3 | 3.2 | ±0.1 | <div></div> |
| Non-Hispanic API | 82 | ±3 | 2 | 9 | 57 | 29 | 4 | ±4 | 3.2 | ±0.1 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 81 | ±2 | 3 | 12 | 61 | 20 | 3 | ±3 | 3.1 | ±0.1 | <div></div> |
| Some College | 85 | ±1 | 3 | 13 | 56 | 25 | 4 | ±2 | 3.2 | ±0.1 | <div></div> |
| 4-Year Degree | 87 | ±1 | 2 | 7 | 52 | 35 | 5 | ±2 | 3.3 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 90 | ±1 | 1 | 7 | 48 | 38 | 6 | ±2 | 3.4 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who reported that their organization has hired new employees in the past 2 years (Q80).

83. In the last 2 years, have you personally hired anyone to work for you?

| | Percent Responding | | Percentages | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|-----|-------------|--------|---|
| | | | Yes | | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 20 | ±1 | 45 | ±2 |  |
| Army | 21 | ±1 | 50 | ±3 |  |
| Navy | 21 | ±1 | 40 | ±3 |  |
| Air Force | 23 | ±2 | 48 | ±3 |  |
| DoD Agencies and Activities | 15 | ±2 | 39 | ±4 |  |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 21 | ±1 | 47 | ±2 |  |
| GS 1 to 4 | 3 | ±2 | 11 | ±11 |  |
| GS 5 to 8 | 10 | ±1 | 20 | ±4 |  |
| GS 9 to 12 | 19 | ±1 | 41 | ±3 |  |
| GS/GM 13 to 15 | 48 | ±2 | 59 | ±3 |  |
| SES | 81 | ±12 | 81 | ±3 |  |
| Blue Collar Total | 17 | ±2 | 38 | ±4 |  |
| WG 1 to 5 | 7 | ±3 | NR | | |
| WG 6 to 9 | 4 | ±2 | 4 | ±6 |  |
| WG 10 to 15 | 5 | ±1 | 8 | ±6 |  |
| WS/WL 1 to 19 | 63 | ±4 | 47 | ±4 |  |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 23 | ±2 | 53 | ±3 |  |
| Administrative | 30 | ±2 | 52 | ±3 |  |
| Technical | 12 | ±1 | 27 | ±4 |  |
| Clerical | 6 | ±2 | 16 | ±7 |  |
| Other White Collar | 22 | ±4 | 27 | ±7 |  |
| Blue Collar | 17 | ±2 | 38 | ±4 |  |
| Scientists | 22 | ±3 | 55 | ±6 |  |
| Engineers | 21 | ±2 | 53 | ±4 |  |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 98 | ±1 | 43 | ±2 |  |
| Manager | 98 | ±1 | 53 | ±3 |  |
| Wage Leader | 0 | ±0 | NA | | |
| Wage Supervisor | 97 | ±2 | 40 | ±4 |  |
| All Others | 0 | ±0 | NA | | |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 21 | ±1 | 45 | ±2 |  |
| Other Than Full-Time | 4 | ±3 | NR | | |
| CONUS | 20 | ±1 | 45 | ±2 |  |
| OCONUS | 24 | ±2 | 49 | ±5 |  |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 21 | ±1 | 46 | ±2 |  |
| Non-Permanent | 8 | ±2 | 15 | ±7 |  |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 30 | ±1 | 50 | ±2 |  |
| In Bargaining Unit | 8 | ±1 | 23 | ±3 |  |

Note. Percent responding are Civilian employees who answered the question and who are supervisors, managers, or wage supervisors (Q27).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

83. In the last 2 years, have you personally hired anyone to work for you?

| | Percent Responding | | Percentages Yes | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|--------------------|--------|--------------------------|
| DISABILITY | | | | | |
| No Disability | 21 | ±1 | 47 | ±2 | <div></div> |
| Disability | 18 | ±2 | 35 | ±4 | <div></div> |
| Targeted Disability | 16 | ±2 | 35 | ±7 | <div></div> |
| Other Disability | 18 | ±2 | 35 | ±5 | <div></div> |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 18 | ±1 | 49 | ±2 | <div></div> |
| Veteran | 24 | ±1 | 42 | ±2 | <div></div> |
| 10 Point 30% | 24 | ±2 | 36 | ±5 | <div></div> |
| 10 Point Non-30% | 25 | ±3 | 37 | ±5 | <div></div> |
| 5 Point | 24 | ±1 | 42 | ±3 | <div></div> |
| No Preference | 23 | ±3 | 51 | ±6 | <div></div> |
| RETIREMENT PLAN | | | | | |
| CSRS | 25 | ±1 | 50 | ±2 | <div></div> |
| FERS | 18 | ±1 | 42 | ±2 | <div></div> |
| Other Plan | 9 | ±3 | 33 | ±11 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 18 | ±1 | 45 | ±2 | <div></div> |
| Optional Eligible | 23 | ±1 | 45 | ±3 | <div></div> |
| Discontinued Service | 22 | ±2 | 47 | ±4 | <div></div> |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 10 | ±2 | 27 | ±5 | <div></div> |
| 5 to 10 Years | 15 | ±2 | 35 | ±5 | <div></div> |
| 11 to 20 Years | 19 | ±1 | 45 | ±3 | <div></div> |
| 21 to 30 Years | 24 | ±1 | 48 | ±3 | <div></div> |
| More Than 30 Years | 32 | ±2 | 52 | ±4 | <div></div> |
| AGE | | | | | |
| 30 Years Old or Less | 8 | ±2 | 24 | ±8 | <div></div> |
| 31 to 40 Years Old | 15 | ±2 | 41 | ±4 | <div></div> |
| 41 to 50 Years Old | 22 | ±1 | 46 | ±3 | <div></div> |
| 51 to 60 Years Old | 24 | ±1 | 47 | ±3 | <div></div> |
| More Than 60 Years Old | 23 | ±3 | 44 | ±6 | <div></div> |
| GENDER | | | | | |
| Male | 24 | ±1 | 45 | ±2 | <div></div> |
| Female | 14 | ±1 | 47 | ±3 | <div></div> |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 22 | ±1 | 49 | ±2 | <div></div> |
| Total Minority | 17 | ±1 | 35 | ±3 | <div></div> |
| Non-Hispanic Black | 17 | ±2 | 31 | ±4 | <div></div> |
| Hispanic | 19 | ±2 | 39 | ±6 | <div></div> |
| Non-Hispanic API | 16 | ±3 | 31 | ±7 | <div></div> |
| EDUCATION | | | | | |
| No College | 13 | ±2 | 27 | ±5 | <div></div> |
| Some College | 18 | ±1 | 40 | ±3 | <div></div> |
| 4-Year Degree | 23 | ±2 | 50 | ±3 | <div></div> |
| Graduate/Professional Degree | 31 | ±2 | 56 | ±3 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who are supervisors, managers, or wage supervisors (Q27).

85. For the position you filled most recently, which of the following types of applicants were referred to you?

- a. Federal employees from within your organization
 b. Federal employees from outside your organization, but from within the DoD
 c. Federal employees from outside the DoD
 d. Former Federal employees
 e. Applicants who had never been Federal employees

| | Percent Responding | | Percentages | | | | | Max ME |
|-----------------------------|-----------------------|-----|-------------|----|----|----|----|-----------|
| | | | a | b | c | d | e | |
| OVERALL AND COMPONENT | | | | | | | | |
| Total DoD | 9 | ±1 | 57 | 61 | 29 | 31 | 54 | ±2 |
| Army | 10 | ±1 | 56 | 63 | 34 | 33 | 59 | ±4 |
| Navy | 9 | ±1 | 54 | 55 | 24 | 26 | 56 | ±4 |
| Air Force | 11 | ±1 | 57 | 62 | 21 | 31 | 44 | ±4 |
| DoD Agencies and Activities | 6 | ±1 | 60 | 60 | 38 | 32 | 52 | ±7 |
| PAY PLAN/GRADE | | | | | | | | |
| White Collar Total | 10 | ±1 | 57 | 63 | 30 | 32 | 52 | ±3 |
| GS 1 to 4 | 0 | ±1 | NR | NR | NR | NR | NR | |
| GS 5 to 8 | 2 | ±1 | 34 | 41 | 26 | 31 | 59 | ±11 |
| GS 9 to 12 | 8 | ±1 | 52 | 61 | 26 | 34 | 54 | ±4 |
| GS/GM 13 to 15 | 28 | ±2 | 63 | 68 | 33 | 32 | 48 | ±3 |
| SES | 66 | ±10 | 73 | 81 | 43 | 30 | 46 | ±6 |
| Blue Collar Total | 6 | ±1 | 56 | 46 | 22 | 26 | 62 | ±6 |
| WG 1 to 5 | 0 | ±1 | NR | NR | NR | NR | NR | |
| WG 6 to 9 | 0 | ±1 | NR | NR | NR | NR | NR | |
| WG 10 to 15 | 0 | ±1 | NR | NR | NR | NR | NR | |
| WS/WL 1 to 19 | 29 | ±3 | 55 | 47 | 23 | 24 | 62 | ±6 |
| OCCUPATIONAL GROUPS | | | | | | | | |
| Professional | 12 | ±1 | 52 | 60 | 30 | 31 | 61 | ±4 |
| Administrative | 15 | ±1 | 62 | 68 | 31 | 33 | 45 | ±3 |
| Technical | 3 | ±1 | 39 | 45 | 21 | 25 | 62 | ±9 |
| Clerical | 1 | ±1 | NR | NR | NR | NR | NR | |
| Other White Collar | 6 | ±2 | 40 | 59 | 26 | 42 | 66 | ±14 |
| Blue Collar | 6 | ±1 | 55 | 46 | 22 | 25 | 62 | ±6 |
| Scientists | 12 | ±2 | 47 | 57 | 35 | 37 | 74 | ±7 |
| Engineers | 11 | ±1 | 54 | 59 | 28 | 29 | 61 | ±5 |
| SUPERVISOR/MANAGER | | | | | | | | |
| Supervisor | 41 | ±2 | 54 | 62 | 29 | 31 | 52 | ±3 |
| Manager | 51 | ±3 | 61 | 64 | 30 | 32 | 52 | ±4 |
| Wage Leader | 0 | ±0 | NA | NA | NA | NA | NA | |
| Wage Supervisor | 39 | ±4 | 53 | 46 | 23 | 26 | 65 | ±7 |
| All Others | 0 | ±0 | NA | NA | NA | NA | NA | |
| SCHEDULE/LOCATION | | | | | | | | |
| Full-Time | 9 | ±1 | 57 | 61 | 29 | 31 | 54 | ±2 |
| Other Than Full-Time | 0 | ±1 | NR | NR | NR | NR | NR | |
| CONUS | 9 | ±1 | 58 | 59 | 28 | 30 | 53 | ±3 |
| OCONUS | 12 | ±2 | 49 | 69 | 35 | 35 | 58 | ±7 |
| TYPE OF APPOINTMENT | | | | | | | | |
| Permanent | 10 | ±1 | 57 | 61 | 28 | 31 | 54 | ±2 |
| Non-Permanent | 1 | ±1 | NR | NR | NR | NR | NR | |
| BARGAINING UNIT | | | | | | | | |
| Not in Bargaining Unit | 15 | ±1 | 57 | 61 | 29 | 31 | 54 | ±3 |
| In Bargaining Unit | 2 | ±1 | 55 | 57 | 23 | 31 | 56 | ±7 |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

85. For the position you filled most recently, which of the following types of applicants were referred to you?

| Percent Responding | | | Percentages | | | | | Max ME |
|------------------------------|----|----|-------------|----|----|----|----|--------|
| | | | a | b | c | d | e | |
| DISABILITY | | | | | | | | |
| No Disability | 10 | ±1 | 57 | 60 | 28 | 30 | 53 | ±3 |
| Disability | 6 | ±1 | 54 | 66 | 34 | 35 | 57 | ±6 |
| Targeted Disability | 5 | ±2 | 55 | 61 | 36 | 37 | 59 | ±12 |
| Other Disability | 6 | ±1 | 54 | 69 | 33 | 35 | 56 | ±8 |
| VETERAN/PREFERENCE | | | | | | | | |
| Non-Veteran | 8 | ±1 | 58 | 57 | 29 | 29 | 54 | ±3 |
| Veteran | 10 | ±1 | 56 | 64 | 28 | 33 | 54 | ±3 |
| 10 Point 30% | 8 | ±2 | 57 | 62 | 28 | 39 | 51 | ±8 |
| 10 Point Non-30% | 9 | ±2 | 51 | 66 | 29 | 40 | 58 | ±9 |
| 5 Point | 10 | ±1 | 55 | 64 | 29 | 33 | 54 | ±4 |
| No Preference | 11 | ±2 | 59 | 63 | 22 | 27 | 53 | ±8 |
| RETIREMENT PLAN | | | | | | | | |
| CSRS | 13 | ±1 | 59 | 60 | 29 | 29 | 51 | ±3 |
| FERS | 7 | ±1 | 54 | 61 | 28 | 33 | 57 | ±3 |
| Other Plan | 3 | ±2 | NR | NR | 15 | NR | NR | ±13 |
| RETIREMENT ELIGIBILITY | | | | | | | | |
| Not Eligible | 8 | ±1 | 56 | 61 | 29 | 31 | 56 | ±3 |
| Optional Eligible | 10 | ±1 | 56 | 59 | 26 | 30 | 52 | ±4 |
| Discontinued Service | 11 | ±1 | 59 | 62 | 31 | 33 | 52 | ±5 |
| LENGTH OF SERVICE | | | | | | | | |
| 6 Months to 4 Years | 3 | ±1 | 46 | 48 | 22 | 27 | 65 | ±10 |
| 5 to 10 Years | 5 | ±1 | 58 | 57 | 28 | 37 | 66 | ±9 |
| 11 to 20 Years | 8 | ±1 | 54 | 60 | 28 | 31 | 56 | ±4 |
| 21 to 30 Years | 11 | ±1 | 61 | 62 | 30 | 32 | 52 | ±4 |
| More Than 30 Years | 16 | ±2 | 55 | 61 | 28 | 29 | 48 | ±5 |
| AGE | | | | | | | | |
| 30 Years Old or Less | 2 | ±1 | NR | 72 | NR | NR | NR | ±15 |
| 31 to 40 Years Old | 6 | ±1 | 57 | 59 | 26 | 32 | 58 | ±7 |
| 41 to 50 Years Old | 10 | ±1 | 55 | 60 | 30 | 31 | 57 | ±4 |
| 51 to 60 Years Old | 11 | ±1 | 59 | 61 | 27 | 29 | 51 | ±4 |
| More Than 60 Years Old | 10 | ±2 | 50 | 57 | 31 | 32 | 48 | ±8 |
| GENDER | | | | | | | | |
| Male | 11 | ±1 | 56 | 60 | 29 | 31 | 56 | ±3 |
| Female | 6 | ±1 | 58 | 62 | 29 | 31 | 48 | ±5 |
| RACE/ETHNICITY | | | | | | | | |
| Non-Hispanic White | 10 | ±1 | 58 | 61 | 28 | 31 | 54 | ±3 |
| Total Minority | 6 | ±1 | 52 | 60 | 31 | 33 | 53 | ±5 |
| Non-Hispanic Black | 5 | ±1 | 49 | 57 | 31 | 28 | 53 | ±8 |
| Hispanic | 7 | ±2 | 58 | 61 | 35 | 36 | 50 | ±9 |
| Non-Hispanic API | 5 | ±2 | 44 | 58 | 22 | 32 | 47 | ±12 |
| EDUCATION | | | | | | | | |
| No College | 4 | ±1 | 54 | 43 | 32 | 34 | 55 | ±10 |
| Some College | 7 | ±1 | 53 | 58 | 25 | 30 | 55 | ±4 |
| 4-Year Degree | 11 | ±1 | 60 | 60 | 29 | 30 | 52 | ±4 |
| Graduate/Professional Degree | 17 | ±2 | 59 | 67 | 31 | 32 | 54 | ±4 |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

86. How would you rate the quality of the applicants for this position?

1. Much worse than usual

2. Worse than usual

3. About the same as usual

4. Better than usual

5. Much better than usual

| | Percent Responding | | Percentages | | | | | Max ME | Average Applicant Quality | | |
|-----------------------------|--------------------|-----|-------------|----|----|----|----|--------|---------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 9 | ±1 | 1 | 9 | 45 | 35 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| Army | 10 | ±1 | 2 | 11 | 45 | 33 | 10 | ±4 | 3.4 | ±0.1 | <div></div> |
| Navy | 9 | ±1 | 1 | 7 | 46 | 36 | 10 | ±4 | 3.5 | ±0.1 | <div></div> |
| Air Force | 11 | ±1 | 1 | 10 | 44 | 36 | 9 | ±4 | 3.4 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 6 | ±1 | 2 | 9 | 45 | 33 | 11 | ±7 | 3.4 | ±0.2 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 10 | ±1 | 1 | 9 | 45 | 35 | 10 | ±3 | 3.4 | ±0.1 | <div></div> |
| GS 1 to 4 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| GS 5 to 8 | 2 | ±1 | 3 | 16 | 45 | 31 | 5 | ±11 | 3.2 | ±0.2 | <div></div> |
| GS 9 to 12 | 8 | ±1 | 2 | 11 | 48 | 30 | 10 | ±4 | 3.3 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 28 | ±2 | 1 | 8 | 44 | 37 | 10 | ±3 | 3.5 | ±0.1 | <div></div> |
| SES | 66 | ±10 | 0 | 5 | 29 | 49 | 16 | ±6 | 3.8 | ±0.2 | <div></div> |
| Blue Collar Total | 6 | ±1 | 1 | 11 | 46 | 32 | 9 | ±6 | 3.4 | ±0.1 | <div></div> |
| WG 1 to 5 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WG 6 to 9 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WG 10 to 15 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WS/WL 1 to 19 | 29 | ±3 | 1 | 11 | 45 | 33 | 9 | ±6 | 3.4 | ±0.1 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 12 | ±1 | 1 | 8 | 43 | 38 | 10 | ±4 | 3.5 | ±0.1 | <div></div> |
| Administrative | 15 | ±1 | 2 | 9 | 46 | 34 | 10 | ±3 | 3.4 | ±0.1 | <div></div> |
| Technical | 3 | ±1 | 2 | 13 | 45 | 30 | 10 | ±9 | 3.3 | ±0.2 | <div></div> |
| Clerical | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Other White Collar | 6 | ±2 | NR | 8 | 45 | 32 | 13 | ±14 | 3.4 | ±0.3 | <div></div> |
| Blue Collar | 6 | ±1 | 1 | 12 | 46 | 32 | 9 | ±6 | 3.4 | ±0.1 | <div></div> |
| Scientists | 12 | ±2 | 0 | 6 | 39 | 48 | 7 | ±7 | 3.6 | ±0.1 | <div></div> |
| Engineers | 11 | ±1 | 2 | 7 | 39 | 40 | 12 | ±5 | 3.5 | ±0.1 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 41 | ±2 | 2 | 10 | 45 | 33 | 10 | ±3 | 3.4 | ±0.1 | <div></div> |
| Manager | 52 | ±3 | 1 | 8 | 45 | 36 | 10 | ±4 | 3.4 | ±0.1 | <div></div> |
| Wage Leader | 0 | ±0 | NA | NA | NA | NA | NA | | 0.0 | ±0.0 | <div></div> |
| Wage Supervisor | 39 | ±4 | 1 | 12 | 44 | 35 | 8 | ±7 | 3.4 | ±0.2 | <div></div> |
| All Others | 0 | ±0 | NA | NA | NA | NA | NA | | 0.0 | ±0.0 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 9 | ±1 | 1 | 9 | 45 | 34 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| Other Than Full-Time | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| CONUS | 9 | ±1 | 1 | 9 | 44 | 36 | 10 | ±3 | 3.4 | ±0.1 | <div></div> |
| OCONUS | 12 | ±2 | 2 | 13 | 51 | 26 | 9 | ±7 | 3.3 | ±0.2 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 10 | ±1 | 1 | 9 | 45 | 35 | 10 | ±2 | 3.4 | ±0.1 | <div></div> |
| Non-Permanent | 1 | ±1 | NR | NR | NR | NR | NR | | 3.2 | ±0.5 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 15 | ±1 | 1 | 9 | 45 | 35 | 10 | ±3 | 3.4 | ±0.1 | <div></div> |
| In Bargaining Unit | 2 | ±1 | 2 | 10 | 46 | 34 | 8 | ±7 | 3.4 | ±0.2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

86. How would you rate the quality of the applicants for this position?

| Percent Responding | | | Percentages | | | | | Max ME | Average Applicant Quality | | |
|------------------------------|----|----|-------------|----|----|----|----|--------|---------------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 10 | ±1 | 2 | 9 | 45 | 35 | 9 | ±3 | 3.4 | ±0.1 | <div></div> |
| Disability | 6 | ±1 | 1 | 12 | 43 | 32 | 12 | ±6 | 3.4 | ±0.2 | <div></div> |
| Targeted Disability | 6 | ±2 | 0 | 9 | 52 | 27 | 12 | ±11 | 3.4 | ±0.2 | <div></div> |
| Other Disability | 6 | ±1 | 1 | 14 | 40 | 34 | 12 | ±7 | 3.4 | ±0.2 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 8 | ±1 | 2 | 9 | 47 | 34 | 9 | ±3 | 3.4 | ±0.1 | <div></div> |
| Veteran | 10 | ±1 | 1 | 10 | 43 | 35 | 11 | ±3 | 3.4 | ±0.1 | <div></div> |
| 10 Point 30% | 8 | ±2 | 1 | 13 | 41 | 33 | 12 | ±8 | 3.4 | ±0.2 | <div></div> |
| 10 Point Non-30% | 9 | ±2 | 1 | 12 | 52 | 29 | 6 | ±9 | 3.3 | ±0.2 | <div></div> |
| 5 Point | 10 | ±1 | 1 | 9 | 42 | 38 | 11 | ±4 | 3.5 | ±0.1 | <div></div> |
| No Preference | 11 | ±2 | 1 | 10 | 43 | 34 | 11 | ±8 | 3.4 | ±0.2 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 13 | ±1 | 2 | 9 | 44 | 35 | 11 | ±3 | 3.4 | ±0.1 | <div></div> |
| FERS | 7 | ±1 | 1 | 10 | 46 | 34 | 9 | ±3 | 3.4 | ±0.1 | <div></div> |
| Other Plan | 3 | ±2 | 0 | NR | NR | 25 | NR | ±15 | 3.4 | ±0.4 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 8 | ±1 | 1 | 10 | 47 | 34 | 8 | ±3 | 3.4 | ±0.1 | <div></div> |
| Optional Eligible | 10 | ±1 | 1 | 9 | 41 | 35 | 13 | ±4 | 3.5 | ±0.1 | <div></div> |
| Discontinued Service | 11 | ±1 | 2 | 9 | 47 | 36 | 6 | ±5 | 3.4 | ±0.1 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 3 | ±1 | 1 | 13 | 45 | 36 | 5 | ±10 | 3.3 | ±0.2 | <div></div> |
| 5 to 10 Years | 5 | ±1 | 0 | 12 | 49 | 28 | 11 | ±9 | 3.4 | ±0.2 | <div></div> |
| 11 to 20 Years | 8 | ±1 | 2 | 9 | 46 | 35 | 9 | ±4 | 3.4 | ±0.1 | <div></div> |
| 21 to 30 Years | 11 | ±1 | 2 | 9 | 47 | 34 | 9 | ±4 | 3.4 | ±0.1 | <div></div> |
| More Than 30 Years | 16 | ±2 | 0 | 11 | 39 | 37 | 13 | ±5 | 3.5 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 2 | ±1 | NR | 13 | NR | 14 | NR | ±12 | 3.1 | ±0.3 | <div></div> |
| 31 to 40 Years Old | 6 | ±1 | 1 | 10 | 49 | 34 | 6 | ±7 | 3.3 | ±0.1 | <div></div> |
| 41 to 50 Years Old | 10 | ±1 | 3 | 10 | 46 | 34 | 8 | ±4 | 3.3 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 11 | ±1 | 1 | 9 | 43 | 36 | 12 | ±4 | 3.5 | ±0.1 | <div></div> |
| More Than 60 Years Old | 10 | ±2 | 1 | 7 | 44 | 35 | 14 | ±9 | 3.5 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 11 | ±1 | 1 | 10 | 43 | 36 | 10 | ±3 | 3.5 | ±0.1 | <div></div> |
| Female | 6 | ±1 | 3 | 9 | 51 | 30 | 8 | ±5 | 3.3 | ±0.1 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 10 | ±1 | 1 | 10 | 46 | 34 | 9 | ±3 | 3.4 | ±0.1 | <div></div> |
| Total Minority | 6 | ±1 | 1 | 8 | 41 | 40 | 11 | ±5 | 3.5 | ±0.1 | <div></div> |
| Non-Hispanic Black | 5 | ±1 | 1 | 5 | 38 | 43 | 13 | ±8 | 3.6 | ±0.2 | <div></div> |
| Hispanic | 7 | ±2 | 1 | 9 | 49 | 33 | 8 | ±9 | 3.4 | ±0.2 | <div></div> |
| Non-Hispanic API | 5 | ±2 | 0 | 8 | 34 | 43 | 15 | ±12 | 3.6 | ±0.2 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 4 | ±1 | 0 | 13 | 50 | 26 | 11 | ±10 | 3.4 | ±0.2 | <div></div> |
| Some College | 7 | ±1 | 2 | 10 | 46 | 34 | 9 | ±4 | 3.4 | ±0.1 | <div></div> |
| 4-Year Degree | 11 | ±1 | 1 | 9 | 45 | 35 | 9 | ±4 | 3.4 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 17 | ±2 | 1 | 8 | 43 | 36 | 11 | ±4 | 3.5 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

87. From which type of applicant did you make your most recent selection?

1. Federal employees from within your organization
2. Federal employees from outside your organization, but from within the DoD
3. Federal employees from outside the DoD
4. Former Federal employees
5. Applicants who have never been Federal employees

| | Percent Responding | | Percentages | | | | | Max ME |
|-----------------------------|--------------------|-----|-------------|----|----|----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| OVERALL AND COMPONENT | | | | | | | | |
| Total DoD | 9 | ±1 | 30 | 29 | 3 | 8 | 30 | ±2 |
| Army | 10 | ±1 | 29 | 30 | 3 | 8 | 30 | ±4 |
| Navy | 8 | ±1 | 29 | 27 | 2 | 6 | 37 | ±4 |
| Air Force | 11 | ±1 | 33 | 31 | 3 | 10 | 24 | ±4 |
| DoD Agencies and Activities | 6 | ±1 | 30 | 27 | 4 | 9 | 30 | ±6 |
| PAY PLAN/GRADE | | | | | | | | |
| White Collar Total | 10 | ±1 | 30 | 31 | 3 | 8 | 28 | ±2 |
| GS 1 to 4 | 0 | ±1 | NR | NR | NR | NR | NR | |
| GS 5 to 8 | 2 | ±1 | 30 | 15 | 5 | 9 | 41 | ±11 |
| GS 9 to 12 | 8 | ±1 | 28 | 32 | 3 | 10 | 27 | ±4 |
| GS/GM 13 to 15 | 28 | ±2 | 32 | 34 | 3 | 7 | 24 | ±3 |
| SES | 65 | ±10 | 33 | 39 | 5 | 6 | 18 | ±6 |
| Blue Collar Total | 6 | ±1 | 31 | 17 | 3 | 9 | 39 | ±6 |
| WG 1 to 5 | 0 | ±1 | NR | NR | NR | NR | NR | |
| WG 6 to 9 | 0 | ±1 | NR | NR | NR | NR | NR | |
| WG 10 to 15 | 0 | ±1 | NR | NR | NR | NR | NR | |
| WS/WL 1 to 19 | 29 | ±3 | 31 | 17 | 3 | 10 | 40 | ±6 |
| OCCUPATIONAL GROUPS | | | | | | | | |
| Professional | 12 | ±1 | 25 | 26 | 4 | 7 | 39 | ±4 |
| Administrative | 15 | ±1 | 34 | 35 | 2 | 8 | 20 | ±3 |
| Technical | 3 | ±1 | 25 | 24 | 4 | 9 | 38 | ±9 |
| Clerical | 1 | ±1 | NR | NR | NR | NR | NR | |
| Other White Collar | 6 | ±2 | 17 | 26 | NR | 17 | 37 | ±14 |
| Blue Collar | 6 | ±1 | 31 | 16 | 3 | 9 | 40 | ±6 |
| Scientists | 12 | ±2 | 19 | 17 | 2 | 10 | 52 | ±7 |
| Engineers | 11 | ±1 | 24 | 26 | 4 | 7 | 40 | ±5 |
| SUPERVISOR/MANAGER | | | | | | | | |
| Supervisor | 41 | ±2 | 28 | 30 | 3 | 9 | 30 | ±3 |
| Manager | 52 | ±3 | 33 | 31 | 2 | 7 | 26 | ±4 |
| Wage Leader | 0 | ±0 | NA | NA | NA | NA | NA | |
| Wage Supervisor | 39 | ±4 | 29 | 17 | 4 | 8 | 42 | ±7 |
| All Others | 0 | ±0 | NA | NA | NA | NA | NA | |
| SCHEDULE/LOCATION | | | | | | | | |
| Full-Time | 9 | ±1 | 30 | 29 | 3 | 8 | 30 | ±2 |
| Other Than Full-Time | 0 | ±1 | NR | NR | NR | NR | NR | |
| CONUS | 9 | ±1 | 30 | 28 | 3 | 8 | 30 | ±2 |
| OCONUS | 11 | ±2 | 27 | 35 | 4 | 8 | 26 | ±6 |
| TYPE OF APPOINTMENT | | | | | | | | |
| Permanent | 9 | ±1 | 30 | 29 | 3 | 8 | 30 | ±2 |
| Non-Permanent | 1 | ±1 | NR | NR | 1 | NR | NR | ±2 |
| BARGAINING UNIT | | | | | | | | |
| Not in Bargaining Unit | 15 | ±1 | 30 | 29 | 3 | 8 | 30 | ±2 |
| In Bargaining Unit | 2 | ±1 | 28 | 29 | 2 | 10 | 31 | ±7 |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

87. From which type of applicant did you make your most recent selection?

| Percent Responding | | | Percentages | | | | | Max ME |
|------------------------------|----|----|-------------|----|----|----|----|--------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| DISABILITY | | | | | | | | |
| No Disability | 10 | ±1 | 30 | 29 | 3 | 8 | 30 | ±2 |
| Disability | 6 | ±1 | 31 | 31 | 3 | 9 | 26 | ±6 |
| Targeted Disability | 6 | ±2 | 39 | 26 | 5 | 12 | 19 | ±11 |
| Other Disability | 6 | ±1 | 28 | 33 | 2 | 8 | 29 | ±7 |
| VETERAN/PREFERENCE | | | | | | | | |
| Non-Veteran | 8 | ±1 | 30 | 29 | 3 | 7 | 32 | ±3 |
| Veteran | 10 | ±1 | 30 | 29 | 3 | 10 | 28 | ±3 |
| 10 Point 30% | 8 | ±2 | 35 | 27 | 4 | 11 | 24 | ±8 |
| 10 Point Non-30% | 9 | ±2 | 24 | 34 | 4 | 11 | 27 | ±8 |
| 5 Point | 10 | ±1 | 29 | 29 | 3 | 10 | 29 | ±4 |
| No Preference | 11 | ±2 | 36 | 28 | 2 | 7 | 28 | ±8 |
| RETIREMENT PLAN | | | | | | | | |
| CSRS | 13 | ±1 | 33 | 29 | 3 | 8 | 28 | ±3 |
| FERS | 7 | ±1 | 27 | 29 | 3 | 9 | 32 | ±3 |
| Other Plan | 3 | ±2 | NR | NR | NR | NR | 37 | ±17 |
| RETIREMENT ELIGIBILITY | | | | | | | | |
| Not Eligible | 8 | ±1 | 29 | 27 | 3 | 9 | 31 | ±3 |
| Optional Eligible | 10 | ±1 | 30 | 32 | 3 | 8 | 28 | ±4 |
| Discontinued Service | 11 | ±1 | 32 | 28 | 3 | 8 | 30 | ±5 |
| LENGTH OF SERVICE | | | | | | | | |
| 6 Months to 4 Years | 3 | ±1 | 28 | 21 | 3 | 9 | 40 | ±10 |
| 5 to 10 Years | 5 | ±1 | 31 | 22 | 1 | 9 | 37 | ±9 |
| 11 to 20 Years | 8 | ±1 | 25 | 31 | 4 | 8 | 32 | ±4 |
| 21 to 30 Years | 11 | ±1 | 34 | 28 | 3 | 8 | 27 | ±4 |
| More Than 30 Years | 16 | ±2 | 30 | 32 | 2 | 9 | 28 | ±4 |
| AGE | | | | | | | | |
| 30 Years Old or Less | 2 | ±1 | NR | NR | NR | 7 | 26 | ±14 |
| 31 to 40 Years Old | 6 | ±1 | 29 | 26 | 4 | 9 | 32 | ±6 |
| 41 to 50 Years Old | 10 | ±1 | 30 | 28 | 3 | 7 | 32 | ±3 |
| 51 to 60 Years Old | 11 | ±1 | 31 | 30 | 3 | 8 | 28 | ±3 |
| More Than 60 Years Old | 10 | ±2 | 24 | 32 | 3 | 14 | 28 | ±8 |
| GENDER | | | | | | | | |
| Male | 11 | ±1 | 29 | 28 | 3 | 9 | 31 | ±3 |
| Female | 6 | ±1 | 32 | 33 | 3 | 7 | 25 | ±5 |
| RACE/ETHNICITY | | | | | | | | |
| Non-Hispanic White | 10 | ±1 | 31 | 28 | 3 | 8 | 30 | ±3 |
| Total Minority | 6 | ±1 | 28 | 32 | 4 | 8 | 29 | ±5 |
| Non-Hispanic Black | 5 | ±1 | 25 | 35 | 4 | 8 | 28 | ±8 |
| Hispanic | 7 | ±2 | 30 | 30 | 2 | 7 | 31 | ±9 |
| Non-Hispanic API | 5 | ±2 | 29 | 32 | 6 | 6 | 28 | ±11 |
| EDUCATION | | | | | | | | |
| No College | 4 | ±1 | 31 | 22 | 4 | 7 | 36 | ±9 |
| Some College | 7 | ±1 | 29 | 27 | 3 | 10 | 31 | ±4 |
| 4-Year Degree | 11 | ±1 | 32 | 30 | 3 | 8 | 27 | ±4 |
| Graduate/Professional Degree | 17 | ±2 | 28 | 32 | 2 | 6 | 31 | ±4 |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

88. How long did it take to fill this position (include all time between request for identification of need to when new hire started work)?1. 0-6 months
4. 25-36 months2. 7-12 months
5. 37 months or more

3. 13-24 months

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Months | |
|-----------------------------|----|-----|-----------------------|----|-------------|----|----|-----|-----|-----------|----------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 9 | ±1 | 80 | 15 | 4 | 1 | 1 | ±2 | 5.9 | ±0.5 | | |
| Army | 10 | ±1 | 79 | 16 | 3 | 1 | 1 | ±3 | 6.3 | ±0.8 | | |
| Navy | 9 | ±1 | 79 | 15 | 5 | 0 | 1 | ±4 | 6.0 | ±0.8 | | |
| Air Force | 11 | ±1 | 82 | 14 | 3 | 0 | 0 | ±3 | 4.8 | ±0.4 | | |
| DoD Agencies and Activities | 6 | ±1 | 80 | 12 | 5 | 0 | 3 | ±5 | 7.2 | ±2.1 | | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 10 | ±1 | 79 | 15 | 4 | 1 | 1 | ±2 | 5.9 | ±0.5 | | |
| GS 1 to 4 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | | |
| GS 5 to 8 | 2 | ±1 | 87 | 7 | 3 | 2 | 1 | ±8 | 5.3 | ±2.6 | | |
| GS 9 to 12 | 8 | ±1 | 79 | 14 | 5 | 1 | 2 | ±4 | 6.1 | ±0.9 | | |
| GS/GM 13 to 15 | 28 | ±2 | 79 | 16 | 4 | 0 | 1 | ±3 | 6.0 | ±0.6 | | |
| SES | 65 | ±10 | 77 | 19 | 4 | 0 | 0 | ±5 | 5.6 | ±0.5 | | |
| Blue Collar Total | 6 | ±1 | 82 | 13 | 4 | 0 | 2 | ±5 | 6.1 | ±1.5 | | |
| WG 1 to 5 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | | |
| WG 6 to 9 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | | |
| WG 10 to 15 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | | |
| WS/WL 1 to 19 | 29 | ±3 | 82 | 12 | 4 | 0 | 2 | ±5 | 6.1 | ±1.6 | | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 12 | ±1 | 78 | 17 | 4 | 0 | 1 | ±3 | 5.5 | ±0.5 | | |
| Administrative | 15 | ±1 | 80 | 14 | 4 | 1 | 1 | ±3 | 5.9 | ±0.7 | | |
| Technical | 3 | ±1 | 80 | 8 | 6 | 2 | 4 | ±7 | 7.5 | ±2.8 | | |
| Clerical | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | | |
| Other White Collar | 6 | ±2 | 76 | 17 | 4 | 0 | NR | ±12 | 7.7 | ±4.8 | | |
| Blue Collar | 6 | ±1 | 81 | 13 | 4 | 0 | 2 | ±5 | 5.9 | ±1.5 | | |
| Scientists | 12 | ±2 | 72 | 23 | 3 | 1 | 1 | ±7 | 6.4 | ±0.9 | | |
| Engineers | 11 | ±1 | 77 | 17 | 4 | 1 | 1 | ±5 | 6.2 | ±0.9 | | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 41 | ±2 | 79 | 15 | 4 | 0 | 1 | ±3 | 5.7 | ±0.5 | | |
| Manager | 52 | ±3 | 80 | 14 | 4 | 1 | 1 | ±3 | 6.2 | ±0.8 | | |
| Wage Leader | 0 | ±0 | NA | NA | NA | NA | NA | | 0.0 | ±0.0 | | |
| Wage Supervisor | 39 | ±4 | 80 | 14 | 3 | 1 | 2 | ±5 | 6.3 | ±1.8 | | |
| All Others | 0 | ±0 | NA | NA | NA | NA | NA | | 0.0 | ±0.0 | | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 9 | ±1 | 80 | 15 | 4 | 1 | 1 | ±2 | 6.0 | ±0.5 | | |
| Other Than Full-Time | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | | |
| CONUS | 9 | ±1 | 80 | 15 | 4 | 1 | 1 | ±2 | 5.9 | ±0.5 | | |
| OCONUS | 12 | ±2 | 79 | 15 | 4 | 0 | 2 | ±5 | 6.6 | ±1.6 | | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 9 | ±1 | 80 | 15 | 4 | 1 | 1 | ±2 | 6.0 | ±0.5 | | |
| Non-Permanent | 1 | ±1 | NR | NR | 0 | NR | 0 | ±0 | 4.4 | ±1.9 | | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 15 | ±1 | 80 | 15 | 4 | 0 | 1 | ±2 | 6.0 | ±0.5 | | |
| In Bargaining Unit | 2 | ±1 | 81 | 14 | 3 | 1 | 1 | ±6 | 5.9 | ±1.7 | | |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

88. How long did it take to fill this position (include all time between request for identification of need to when new hire started work)?

| | Percent Responding | | Percentages | | | | | Max ME | Average Months | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 10 | ±1 | 81 | 14 | 4 | 0 | 1 | ±2 | 5.7 | ±0.5 | <div></div> |
| Disability | 6 | ±1 | 73 | 18 | 6 | 1 | 3 | ±6 | 7.8 | ±1.8 | <div></div> |
| Targeted Disability | 6 | ±2 | 77 | 17 | 2 | 1 | 3 | ±10 | 7.8 | ±3.7 | <div></div> |
| Other Disability | 6 | ±1 | 71 | 18 | 7 | 1 | 2 | ±7 | 7.8 | ±2.1 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 8 | ±1 | 79 | 15 | 4 | 1 | 1 | ±3 | 5.8 | ±0.6 | <div></div> |
| Veteran | 10 | ±1 | 80 | 14 | 4 | 0 | 1 | ±3 | 6.1 | ±0.7 | <div></div> |
| 10 Point 30% | 8 | ±2 | 75 | 18 | 5 | 1 | 1 | ±7 | 6.7 | ±1.9 | <div></div> |
| 10 Point Non-30% | 9 | ±2 | 76 | 18 | 3 | 1 | 3 | ±8 | 7.1 | ±2.6 | <div></div> |
| 5 Point | 10 | ±1 | 81 | 13 | 4 | 0 | 2 | ±3 | 6.4 | ±1.0 | <div></div> |
| No Preference | 11 | ±2 | 85 | 11 | 3 | 1 | 0 | ±6 | 4.6 | ±0.8 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 13 | ±1 | 80 | 15 | 4 | 0 | 1 | ±3 | 6.0 | ±0.7 | <div></div> |
| FERS | 7 | ±1 | 80 | 14 | 4 | 1 | 1 | ±3 | 5.9 | ±0.7 | <div></div> |
| Other Plan | 3 | ±2 | NR | NR | 0 | NR | 0 | ±1 | 5.3 | ±2.2 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 8 | ±1 | 79 | 16 | 4 | 0 | 1 | ±3 | 5.6 | ±0.6 | <div></div> |
| Optional Eligible | 10 | ±1 | 80 | 13 | 4 | 0 | 2 | ±3 | 6.6 | ±0.9 | <div></div> |
| Discontinued Service | 11 | ±1 | 80 | 14 | 4 | 1 | 1 | ±4 | 5.5 | ±0.9 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 3 | ±1 | 81 | 13 | 4 | 0 | 1 | ±7 | 5.5 | ±1.6 | <div></div> |
| 5 to 10 Years | 5 | ±1 | 83 | 12 | 2 | 1 | 2 | ±7 | 5.7 | ±2.3 | <div></div> |
| 11 to 20 Years | 8 | ±1 | 80 | 14 | 4 | 1 | 1 | ±3 | 5.9 | ±0.9 | <div></div> |
| 21 to 30 Years | 11 | ±1 | 80 | 16 | 3 | 0 | 1 | ±3 | 5.5 | ±0.6 | <div></div> |
| More Than 30 Years | 16 | ±2 | 78 | 15 | 5 | 1 | 2 | ±4 | 6.9 | ±1.2 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 2 | ±1 | NR | NR | NR | 0 | NR | ±0 | 9.2 | ±6.4 | <div></div> |
| 31 to 40 Years Old | 6 | ±1 | 85 | 11 | 3 | 0 | 1 | ±5 | 5.0 | ±1.1 | <div></div> |
| 41 to 50 Years Old | 10 | ±1 | 79 | 16 | 4 | 0 | 1 | ±3 | 5.6 | ±0.6 | <div></div> |
| 51 to 60 Years Old | 11 | ±1 | 79 | 14 | 4 | 1 | 2 | ±3 | 6.5 | ±0.8 | <div></div> |
| More Than 60 Years Old | 10 | ±2 | 83 | 13 | 2 | 1 | 0 | ±6 | 4.7 | ±0.8 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 11 | ±1 | 80 | 14 | 4 | 1 | 1 | ±2 | 6.0 | ±0.5 | <div></div> |
| Female | 6 | ±1 | 78 | 17 | 4 | 0 | 1 | ±4 | 5.9 | ±1.0 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 10 | ±1 | 80 | 15 | 4 | 0 | 1 | ±2 | 5.7 | ±0.5 | <div></div> |
| Total Minority | 6 | ±1 | 80 | 13 | 3 | 1 | 3 | ±4 | 7.0 | ±1.5 | <div></div> |
| Non-Hispanic Black | 5 | ±1 | 82 | 10 | 3 | 1 | 4 | ±6 | 7.3 | ±2.7 | <div></div> |
| Hispanic | 7 | ±2 | 79 | 16 | 3 | 1 | 2 | ±7 | 7.0 | ±2.5 | <div></div> |
| Non-Hispanic API | 5 | ±2 | 79 | 13 | 4 | 3 | 1 | ±10 | 6.7 | ±2.4 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 3 | ±1 | 80 | 11 | 5 | 1 | 4 | ±8 | 8.1 | ±3.4 | <div></div> |
| Some College | 7 | ±1 | 79 | 14 | 5 | 1 | 1 | ±3 | 6.0 | ±0.8 | <div></div> |
| 4-Year Degree | 11 | ±1 | 79 | 15 | 4 | 0 | 1 | ±3 | 5.7 | ±0.8 | <div></div> |
| Graduate/Professional Degree | 17 | ±2 | 81 | 15 | 3 | 1 | 1 | ±3 | 5.7 | ±0.7 | <div></div> |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

89. Overall, how satisfied were you with the process used in filling this position?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

| | Percent Responding | | Percentages | | | | | Max ME | Average Satisfaction | | |
|-----------------------------|--------------------|-----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | |
| Total DoD | 9 | ±1 | 10 | 25 | 20 | 37 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Army | 10 | ±1 | 11 | 26 | 18 | 37 | 8 | ±4 | 3.1 | ±0.1 | <div></div> |
| Navy | 9 | ±1 | 10 | 25 | 22 | 36 | 7 | ±4 | 3.1 | ±0.1 | <div></div> |
| Air Force | 11 | ±1 | 11 | 24 | 19 | 36 | 10 | ±4 | 3.1 | ±0.1 | <div></div> |
| DoD Agencies and Activities | 6 | ±1 | 9 | 23 | 20 | 38 | 9 | ±7 | 3.1 | ±0.2 | <div></div> |
| PAY PLAN/GRADE | | | | | | | | | | | |
| White Collar Total | 10 | ±1 | 11 | 26 | 19 | 35 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| GS 1 to 4 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| GS 5 to 8 | 2 | ±1 | 8 | 22 | 20 | 43 | 7 | ±11 | 3.2 | ±0.3 | <div></div> |
| GS 9 to 12 | 8 | ±1 | 12 | 22 | 21 | 35 | 10 | ±4 | 3.1 | ±0.1 | <div></div> |
| GS/GM 13 to 15 | 28 | ±2 | 12 | 29 | 18 | 33 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| SES | 65 | ±10 | 12 | 32 | 15 | 30 | 11 | ±7 | 3.0 | ±0.2 | <div></div> |
| Blue Collar Total | 6 | ±1 | 7 | 17 | 22 | 44 | 10 | ±6 | 3.3 | ±0.2 | <div></div> |
| WG 1 to 5 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WG 6 to 9 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WG 10 to 15 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| WS/WL 1 to 19 | 29 | ±3 | 7 | 17 | 22 | 43 | 11 | ±6 | 3.3 | ±0.2 | <div></div> |
| OCCUPATIONAL GROUPS | | | | | | | | | | | |
| Professional | 12 | ±1 | 11 | 30 | 19 | 34 | 6 | ±4 | 3.0 | ±0.1 | <div></div> |
| Administrative | 15 | ±1 | 11 | 25 | 19 | 35 | 10 | ±3 | 3.1 | ±0.1 | <div></div> |
| Technical | 3 | ±1 | 7 | 21 | 21 | 43 | 9 | ±8 | 3.2 | ±0.2 | <div></div> |
| Clerical | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| Other White Collar | 6 | ±2 | 19 | 32 | 22 | 22 | NR | ±13 | 2.6 | ±0.4 | <div></div> |
| Blue Collar | 6 | ±1 | 7 | 17 | 22 | 44 | 10 | ±6 | 3.3 | ±0.2 | <div></div> |
| Scientists | 12 | ±2 | 9 | 25 | 22 | 35 | 10 | ±7 | 3.1 | ±0.2 | <div></div> |
| Engineers | 11 | ±1 | 9 | 30 | 20 | 34 | 7 | ±5 | 3.0 | ±0.2 | <div></div> |
| SUPERVISOR/MANAGER | | | | | | | | | | | |
| Supervisor | 41 | ±2 | 11 | 24 | 20 | 38 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| Manager | 52 | ±3 | 11 | 29 | 18 | 32 | 9 | ±4 | 3.0 | ±0.1 | <div></div> |
| Wage Leader | 0 | ±0 | NA | NA | NA | NA | NA | | 0.0 | ±0.0 | <div></div> |
| Wage Supervisor | 39 | ±4 | 7 | 18 | 22 | 44 | 10 | ±6 | 3.3 | ±0.2 | <div></div> |
| All Others | 0 | ±0 | NA | NA | NA | NA | NA | | 0.0 | ±0.0 | <div></div> |
| SCHEDULE/LOCATION | | | | | | | | | | | |
| Full-Time | 9 | ±1 | 10 | 25 | 20 | 36 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Other Than Full-Time | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> |
| CONUS | 9 | ±1 | 10 | 24 | 19 | 37 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| OCONUS | 12 | ±2 | 11 | 31 | 22 | 31 | 5 | ±6 | 2.9 | ±0.2 | <div></div> |
| TYPE OF APPOINTMENT | | | | | | | | | | | |
| Permanent | 10 | ±1 | 10 | 25 | 20 | 36 | 9 | ±2 | 3.1 | ±0.1 | <div></div> |
| Non-Permanent | 1 | ±1 | NR | NR | NR | NR | NR | | 3.3 | ±0.5 | <div></div> |
| BARGAINING UNIT | | | | | | | | | | | |
| Not in Bargaining Unit | 15 | ±1 | 10 | 25 | 19 | 36 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| In Bargaining Unit | 2 | ±1 | 12 | 21 | 21 | 40 | 7 | ±7 | 3.1 | ±0.2 | <div></div> |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable


































89. Overall, how satisfied were you with the process used in filling this position?

| Percent Responding | | | Percentages | | | | | Max ME | Average Satisfaction | | |
|------------------------------|----|----|-------------|----|----|----|----|--------|----------------------|------|-------------|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 10 | ±1 | 10 | 25 | 20 | 37 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| Disability | 6 | ±1 | 12 | 25 | 20 | 31 | 12 | ±6 | 3.1 | ±0.2 | <div></div> |
| Targeted Disability | 6 | ±2 | 7 | 30 | 17 | 36 | 11 | ±11 | 3.1 | ±0.3 | <div></div> |
| Other Disability | 6 | ±1 | 14 | 23 | 21 | 29 | 13 | ±7 | 3.0 | ±0.2 | <div></div> |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 8 | ±1 | 10 | 26 | 19 | 37 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| Veteran | 10 | ±1 | 10 | 24 | 20 | 36 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| 10 Point 30% | 8 | ±2 | 10 | 26 | 22 | 30 | 11 | ±8 | 3.1 | ±0.2 | <div></div> |
| 10 Point Non-30% | 9 | ±2 | 14 | 22 | 20 | 36 | 9 | ±8 | 3.0 | ±0.2 | <div></div> |
| 5 Point | 10 | ±1 | 10 | 24 | 20 | 36 | 9 | ±4 | 3.1 | ±0.1 | <div></div> |
| No Preference | 11 | ±2 | 8 | 21 | 18 | 43 | 10 | ±8 | 3.2 | ±0.2 | <div></div> |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 13 | ±1 | 10 | 26 | 18 | 37 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| FERS | 7 | ±1 | 11 | 24 | 21 | 36 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| Other Plan | 3 | ±2 | NR | NR | NR | NR | NR | | 3.1 | ±0.5 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 8 | ±1 | 11 | 27 | 21 | 33 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| Optional Eligible | 10 | ±1 | 10 | 22 | 20 | 39 | 9 | ±4 | 3.2 | ±0.1 | <div></div> |
| Discontinued Service | 11 | ±1 | 10 | 25 | 15 | 40 | 10 | ±5 | 3.2 | ±0.2 | <div></div> |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 3 | ±1 | 8 | 26 | 18 | 44 | 4 | ±10 | 3.1 | ±0.2 | <div></div> |
| 5 to 10 Years | 5 | ±1 | 6 | 23 | 25 | 36 | 9 | ±9 | 3.2 | ±0.2 | <div></div> |
| 11 to 20 Years | 8 | ±1 | 12 | 25 | 22 | 34 | 8 | ±4 | 3.0 | ±0.1 | <div></div> |
| 21 to 30 Years | 11 | ±1 | 11 | 25 | 18 | 36 | 10 | ±4 | 3.1 | ±0.1 | <div></div> |
| More Than 30 Years | 16 | ±2 | 9 | 25 | 18 | 39 | 9 | ±5 | 3.1 | ±0.1 | <div></div> |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 2 | ±1 | 11 | 29 | 22 | 35 | NR | ±17 | 2.9 | ±0.4 | <div></div> |
| 31 to 40 Years Old | 6 | ±1 | 9 | 22 | 26 | 32 | 11 | ±6 | 3.1 | ±0.2 | <div></div> |
| 41 to 50 Years Old | 10 | ±1 | 12 | 27 | 19 | 34 | 8 | ±4 | 3.0 | ±0.1 | <div></div> |
| 51 to 60 Years Old | 11 | ±1 | 10 | 24 | 19 | 39 | 9 | ±3 | 3.1 | ±0.1 | <div></div> |
| More Than 60 Years Old | 10 | ±2 | 10 | 19 | 18 | 42 | 10 | ±9 | 3.2 | ±0.2 | <div></div> |
| GENDER | | | | | | | | | | | |
| Male | 11 | ±1 | 10 | 25 | 20 | 37 | 8 | ±3 | 3.1 | ±0.1 | <div></div> |
| Female | 6 | ±1 | 11 | 25 | 18 | 36 | 9 | ±5 | 3.1 | ±0.2 | <div></div> |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 10 | ±1 | 11 | 25 | 19 | 36 | 8 | ±3 | 3.0 | ±0.1 | <div></div> |
| Total Minority | 6 | ±1 | 6 | 23 | 20 | 38 | 13 | ±5 | 3.3 | ±0.2 | <div></div> |
| Non-Hispanic Black | 5 | ±1 | 5 | 21 | 17 | 37 | 19 | ±8 | 3.4 | ±0.2 | <div></div> |
| Hispanic | 7 | ±2 | 8 | 22 | 18 | 44 | 8 | ±9 | 3.2 | ±0.2 | <div></div> |
| Non-Hispanic API | 5 | ±2 | 7 | 25 | 26 | 36 | 7 | ±11 | 3.1 | ±0.3 | <div></div> |
| EDUCATION | | | | | | | | | | | |
| No College | 3 | ±1 | 8 | 15 | 20 | 44 | 14 | ±10 | 3.4 | ±0.3 | <div></div> |
| Some College | 7 | ±1 | 10 | 22 | 20 | 39 | 9 | ±4 | 3.1 | ±0.1 | <div></div> |
| 4-Year Degree | 11 | ±1 | 12 | 26 | 19 | 35 | 8 | ±4 | 3.0 | ±0.1 | <div></div> |
| Graduate/Professional Degree | 17 | ±2 | 10 | 29 | 20 | 33 | 8 | ±4 | 3.0 | ±0.1 | <div></div> |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

90. Have you ever had to separate an employee for conduct or performance?

| | Percent Responding | | Percentages | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|-----|-------------|--------|---|
| | | | Yes | | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 20 | ±1 | 26 | ±2 |  |
| Army | 21 | ±1 | 26 | ±3 |  |
| Navy | 21 | ±1 | 25 | ±3 |  |
| Air Force | 23 | ±2 | 26 | ±3 |  |
| DoD Agencies and Activities | 15 | ±2 | 28 | ±4 |  |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 21 | ±1 | 26 | ±2 |  |
| GS 1 to 4 | 3 | ±2 | 8 | ±9 |  |
| GS 5 to 8 | 10 | ±1 | 14 | ±4 |  |
| GS 9 to 12 | 19 | ±1 | 23 | ±2 |  |
| GS/GM 13 to 15 | 48 | ±2 | 32 | ±3 |  |
| SES | 81 | ±12 | 51 | ±5 |  |
| Blue Collar Total | 17 | ±2 | 25 | ±3 |  |
| WG 1 to 5 | 7 | ±3 | NR | | |
| WG 6 to 9 | 4 | ±2 | 7 | ±7 |  |
| WG 10 to 15 | 5 | ±1 | 8 | ±6 |  |
| WS/WL 1 to 19 | 63 | ±4 | 30 | ±4 |  |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 22 | ±2 | 26 | ±3 |  |
| Administrative | 30 | ±2 | 29 | ±2 |  |
| Technical | 12 | ±1 | 13 | ±3 |  |
| Clerical | 6 | ±2 | 12 | ±7 |  |
| Other White Collar | 22 | ±4 | 29 | ±7 |  |
| Blue Collar | 17 | ±2 | 25 | ±3 |  |
| Scientists | 22 | ±3 | 31 | ±6 |  |
| Engineers | 21 | ±2 | 24 | ±3 |  |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 98 | ±1 | 20 | ±2 |  |
| Manager | 98 | ±1 | 37 | ±3 |  |
| Wage Leader | 0 | ±0 | NA | | |
| Wage Supervisor | 97 | ±2 | 24 | ±4 |  |
| All Others | 0 | ±0 | NA | | |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 21 | ±1 | 26 | ±2 |  |
| Other Than Full-Time | 4 | ±3 | NR | | |
| CONUS | 20 | ±1 | 26 | ±2 |  |
| OCONUS | 24 | ±2 | 26 | ±4 |  |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 21 | ±1 | 26 | ±2 |  |
| Non-Permanent | 8 | ±2 | 14 | ±8 |  |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 30 | ±1 | 28 | ±2 |  |
| In Bargaining Unit | 8 | ±1 | 14 | ±3 |  |

Note. Percent responding are Civilian employees who answered the question who are supervisors, managers, or wage supervisors (Q27).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

90. Have you ever had to separate an employee for conduct or performance?

| | Percent Responding | | Percentages Yes | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|--------------------|--------|--------------------------|
| DISABILITY | | | | | |
| No Disability | 21 | ±1 | 26 | ±2 | <div></div> |
| Disability | 18 | ±2 | 24 | ±4 | <div></div> |
| Targeted Disability | 16 | ±2 | 24 | ±6 | <div></div> |
| Other Disability | 18 | ±2 | 24 | ±4 | <div></div> |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 17 | ±1 | 25 | ±2 | <div></div> |
| Veteran | 24 | ±1 | 26 | ±2 | <div></div> |
| 10 Point 30% | 24 | ±2 | 19 | ±4 | <div></div> |
| 10 Point Non-30% | 25 | ±3 | 25 | ±5 | <div></div> |
| 5 Point | 24 | ±1 | 27 | ±3 | <div></div> |
| No Preference | 22 | ±3 | 29 | ±5 | <div></div> |
| RETIREMENT PLAN | | | | | |
| CSRS | 25 | ±1 | 31 | ±2 | <div></div> |
| FERS | 18 | ±1 | 21 | ±2 | <div></div> |
| Other Plan | 9 | ±3 | 23 | ±10 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 18 | ±1 | 23 | ±2 | <div></div> |
| Optional Eligible | 23 | ±1 | 29 | ±3 | <div></div> |
| Discontinued Service | 22 | ±2 | 28 | ±4 | <div></div> |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 10 | ±2 | 10 | ±3 | <div></div> |
| 5 to 10 Years | 15 | ±2 | 17 | ±4 | <div></div> |
| 11 to 20 Years | 19 | ±1 | 22 | ±3 | <div></div> |
| 21 to 30 Years | 24 | ±1 | 28 | ±2 | <div></div> |
| More Than 30 Years | 31 | ±2 | 37 | ±3 | <div></div> |
| AGE | | | | | |
| 30 Years Old or Less | 8 | ±2 | 9 | ±5 | <div></div> |
| 31 to 40 Years Old | 15 | ±2 | 17 | ±4 | <div></div> |
| 41 to 50 Years Old | 22 | ±1 | 23 | ±2 | <div></div> |
| 51 to 60 Years Old | 24 | ±1 | 32 | ±2 | <div></div> |
| More Than 60 Years Old | 23 | ±3 | 29 | ±5 | <div></div> |
| GENDER | | | | | |
| Male | 24 | ±1 | 27 | ±2 | <div></div> |
| Female | 14 | ±1 | 22 | ±3 | <div></div> |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 21 | ±1 | 28 | ±2 | <div></div> |
| Total Minority | 17 | ±1 | 18 | ±3 | <div></div> |
| Non-Hispanic Black | 17 | ±2 | 16 | ±4 | <div></div> |
| Hispanic | 19 | ±2 | 21 | ±5 | <div></div> |
| Non-Hispanic API | 16 | ±3 | 12 | ±5 | <div></div> |
| EDUCATION | | | | | |
| No College | 13 | ±2 | 21 | ±5 | <div></div> |
| Some College | 18 | ±1 | 24 | ±2 | <div></div> |
| 4-Year Degree | 23 | ±2 | 26 | ±3 | <div></div> |
| Graduate/Professional Degree | 31 | ±2 | 31 | ±3 | <div></div> |

Note. Percent responding are Civilian employees who answered the question who are supervisors, managers, or wage supervisors (Q27).

91. The last time you had to separate an employee for conduct or performance, how long did it take (include all time between initially informing your superiors of the need to separate the employee and the employee's actual final departure date)?

1. 0-6 months
4. 25-36 months

2. 7-12 months
5. 37 months or more

3. 13-24 months

| | | | Percent Responding | | Percentages | | | | | Max ME | Average Months | |
|-----------------------------|----|----|-----------------------|----|-------------|----|----|-----|------|-----------|----------------|--|
| | | | | | 1 | 2 | 3 | 4 | 5 | | | |
| OVERALL AND COMPONENT | | | | | | | | | | | | |
| Total DoD | 5 | ±1 | 54 | 20 | 17 | 4 | 5 | ±3 | 12.0 | ±1.0 | <div></div> | |
| Army | 5 | ±1 | 53 | 23 | 18 | 2 | 3 | ±5 | 10.8 | ±1.5 | <div></div> | |
| Navy | 5 | ±1 | 55 | 20 | 15 | 5 | 5 | ±5 | 12.5 | ±1.9 | <div></div> | |
| Air Force | 6 | ±1 | 54 | 19 | 17 | 5 | 5 | ±6 | 12.0 | ±1.9 | <div></div> | |
| DoD Agencies and Activities | 4 | ±1 | 56 | 15 | 18 | 5 | 7 | ±8 | 13.7 | ±3.2 | <div></div> | |
| PAY PLAN/GRADE | | | | | | | | | | | | |
| White Collar Total | 5 | ±1 | 53 | 21 | 18 | 4 | 4 | ±3 | 11.9 | ±1.0 | <div></div> | |
| GS 1 to 4 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> | |
| GS 5 to 8 | 1 | ±1 | 59 | 21 | 14 | 4 | 2 | ±11 | 9.2 | ±3.3 | <div></div> | |
| GS 9 to 12 | 4 | ±1 | 62 | 18 | 12 | 4 | 4 | ±5 | 10.7 | ±1.9 | <div></div> | |
| GS/GM 13 to 15 | 15 | ±2 | 45 | 23 | 22 | 5 | 5 | ±5 | 13.2 | ±1.5 | <div></div> | |
| SES | 41 | ±7 | 41 | 24 | 26 | 6 | 4 | ±6 | 13.9 | ±1.2 | <div></div> | |
| Blue Collar Total | 4 | ±1 | 62 | 15 | 13 | 4 | 7 | ±7 | 12.6 | ±3.0 | <div></div> | |
| WG 1 to 5 | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> | |
| WG 6 to 9 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> | |
| WG 10 to 15 | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> | |
| WS/WL 1 to 19 | 19 | ±3 | 60 | 15 | 14 | 4 | 7 | ±7 | 13.5 | ±3.2 | <div></div> | |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | |
| Professional | 6 | ±1 | 47 | 25 | 20 | 4 | 4 | ±6 | 12.3 | ±1.7 | <div></div> | |
| Administrative | 9 | ±1 | 53 | 20 | 18 | 4 | 4 | ±4 | 11.7 | ±1.3 | <div></div> | |
| Technical | 2 | ±1 | 61 | 22 | 11 | 4 | 2 | ±11 | 8.8 | ±3.0 | <div></div> | |
| Clerical | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> | |
| Other White Collar | 6 | ±2 | 66 | 9 | 15 | NR | 8 | ±15 | 13.1 | ±6.6 | <div></div> | |
| Blue Collar | 4 | ±1 | 63 | 14 | 13 | 4 | 7 | ±7 | 13.0 | ±3.1 | <div></div> | |
| Scientists | 6 | ±2 | 45 | 25 | 18 | 2 | 9 | ±11 | 14.5 | ±5.5 | <div></div> | |
| Engineers | 5 | ±1 | 45 | 26 | 20 | 5 | 5 | ±7 | 13.2 | ±2.5 | <div></div> | |
| SUPERVISOR/MANAGER | | | | | | | | | | | | |
| Supervisor | 20 | ±2 | 54 | 23 | 15 | 4 | 5 | ±4 | 11.5 | ±1.4 | <div></div> | |
| Manager | 36 | ±3 | 53 | 18 | 20 | 5 | 4 | ±4 | 12.4 | ±1.5 | <div></div> | |
| Wage Leader | 0 | ±0 | NA | NA | NA | NA | NA | | 0.0 | ±0.0 | <div></div> | |
| Wage Supervisor | 24 | ±4 | 60 | 16 | 15 | 3 | 6 | ±8 | 12.4 | ±3.3 | <div></div> | |
| All Others | 0 | ±0 | NA | NA | NA | NA | NA | | 0.0 | ±0.0 | <div></div> | |
| SCHEDULE/LOCATION | | | | | | | | | | | | |
| Full-Time | 5 | ±1 | 54 | 20 | 17 | 4 | 5 | ±3 | 12.0 | ±1.0 | <div></div> | |
| Other Than Full-Time | 0 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> | |
| CONUS | 5 | ±1 | 53 | 20 | 18 | 4 | 5 | ±3 | 12.2 | ±1.0 | <div></div> | |
| OCONUS | 6 | ±2 | 64 | 21 | 7 | 2 | 5 | ±9 | 10.1 | ±3.3 | <div></div> | |
| TYPE OF APPOINTMENT | | | | | | | | | | | | |
| Permanent | 5 | ±1 | 54 | 20 | 17 | 4 | 5 | ±3 | 12.1 | ±1.0 | <div></div> | |
| Non-Permanent | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | <div></div> | |
| BARGAINING UNIT | | | | | | | | | | | | |
| Not in Bargaining Unit | 8 | ±1 | 53 | 19 | 18 | 4 | 5 | ±3 | 12.5 | ±1.1 | <div></div> | |
| In Bargaining Unit | 1 | ±1 | 64 | 25 | 9 | 2 | 1 | ±9 | 7.3 | ±1.5 | <div></div> | |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have ever had to separate an employee for conduct or performance (Q90).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

91. The last time you had to separate an employee for conduct or performance, how long did it take (include all time between initially informing your superiors of the need to separate the employee and the employee's actual final departure date)?

| | Percent Responding | | Percentages | | | | | Max ME | Average Months | | |
|------------------------------|--------------------|----|-------------|----|----|----|----|--------|----------------|------|---|
| | | | 1 | 2 | 3 | 4 | 5 | | | | |
| DISABILITY | | | | | | | | | | | |
| No Disability | 5 | ±1 | 54 | 21 | 17 | 4 | 4 | ±3 | 11.9 | ±1.1 | ■ |
| Disability | 4 | ±1 | 57 | 14 | 17 | 6 | 6 | ±8 | 12.6 | ±2.9 | ■ |
| Targeted Disability | 4 | ±1 | 68 | 7 | 15 | 7 | 3 | ±13 | 9.4 | ±3.2 | ■ |
| Other Disability | 4 | ±1 | 53 | 16 | 17 | 6 | 7 | ±9 | 13.8 | ±3.8 | ■ |
| VETERAN/PREFERENCE | | | | | | | | | | | |
| Non-Veteran | 4 | ±1 | 53 | 21 | 18 | 4 | 4 | ±4 | 11.7 | ±1.4 | ■ |
| Veteran | 6 | ±1 | 55 | 19 | 16 | 4 | 5 | ±4 | 12.3 | ±1.4 | ■ |
| 10 Point 30% | 5 | ±1 | 58 | 22 | 11 | 5 | 4 | ±11 | 10.9 | ±3.6 | ■ |
| 10 Point Non-30% | 6 | ±2 | 59 | 17 | 12 | 3 | 9 | ±10 | 13.7 | ±4.9 | ■ |
| 5 Point | 6 | ±1 | 56 | 17 | 17 | 4 | 5 | ±5 | 12.3 | ±1.8 | ■ |
| No Preference | 6 | ±2 | 45 | 23 | 20 | 7 | 4 | ±10 | 12.2 | ±2.7 | ■ |
| RETIREMENT PLAN | | | | | | | | | | | |
| CSRS | 8 | ±1 | 51 | 20 | 19 | 4 | 6 | ±4 | 13.4 | ±1.5 | ■ |
| FERS | 4 | ±1 | 59 | 19 | 15 | 4 | 4 | ±4 | 10.4 | ±1.3 | ■ |
| Other Plan | 2 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | |
| Not Eligible | 4 | ±1 | 59 | 19 | 15 | 4 | 4 | ±4 | 10.6 | ±1.4 | ■ |
| Optional Eligible | 6 | ±1 | 52 | 21 | 18 | 3 | 5 | ±5 | 13.0 | ±1.7 | ■ |
| Discontinued Service | 6 | ±1 | 50 | 19 | 20 | 6 | 5 | ±7 | 13.0 | ±2.3 | ■ |
| LENGTH OF SERVICE | | | | | | | | | | | |
| 6 Months to 4 Years | 1 | ±1 | 75 | 19 | NR | 0 | 0 | ±13 | 4.5 | ±1.6 | ■ |
| 5 to 10 Years | 3 | ±1 | 68 | 18 | 9 | 3 | 3 | ±12 | 8.2 | ±3.5 | ■ |
| 11 to 20 Years | 4 | ±1 | 58 | 21 | 14 | 3 | 3 | ±6 | 9.5 | ±1.6 | ■ |
| 21 to 30 Years | 7 | ±1 | 51 | 20 | 19 | 5 | 4 | ±5 | 12.2 | ±1.4 | ■ |
| More Than 30 Years | 11 | ±2 | 51 | 18 | 19 | 5 | 8 | ±5 | 15.4 | ±2.4 | ■ |
| AGE | | | | | | | | | | | |
| 30 Years Old or Less | 1 | ±1 | NR | NR | NR | NR | NR | | 0.0 | ±0.0 | |
| 31 to 40 Years Old | 2 | ±1 | 57 | 24 | 16 | 0 | 3 | ±10 | 9.0 | ±2.3 | ■ |
| 41 to 50 Years Old | 5 | ±1 | 56 | 19 | 16 | 5 | 4 | ±5 | 11.2 | ±1.6 | ■ |
| 51 to 60 Years Old | 8 | ±1 | 53 | 19 | 18 | 4 | 5 | ±4 | 13.3 | ±1.6 | ■ |
| More Than 60 Years Old | 7 | ±2 | 52 | 24 | 16 | 3 | 5 | ±10 | 11.1 | ±2.6 | ■ |
| GENDER | | | | | | | | | | | |
| Male | 6 | ±1 | 55 | 19 | 17 | 4 | 5 | ±3 | 12.0 | ±1.1 | ■ |
| Female | 3 | ±1 | 53 | 22 | 16 | 5 | 5 | ±7 | 11.8 | ±2.2 | ■ |
| RACE/ETHNICITY | | | | | | | | | | | |
| Non-Hispanic White | 6 | ±1 | 53 | 20 | 18 | 4 | 5 | ±3 | 12.0 | ±1.1 | ■ |
| Total Minority | 3 | ±1 | 61 | 17 | 13 | 4 | 6 | ±7 | 12.2 | ±2.9 | ■ |
| Non-Hispanic Black | 3 | ±1 | 70 | 14 | 11 | 1 | 4 | ±10 | 9.4 | ±4.2 | ■ |
| Hispanic | 4 | ±1 | 58 | 20 | 11 | 6 | 5 | ±12 | 12.9 | ±5.2 | ■ |
| Non-Hispanic API | 2 | ±1 | NR | NR | NR | 0 | NR | ±0 | 10.4 | ±6.3 | ■ |
| EDUCATION | | | | | | | | | | | |
| No College | 3 | ±1 | 68 | 13 | 10 | 1 | 9 | ±11 | 13.1 | ±5.2 | ■ |
| Some College | 4 | ±1 | 59 | 16 | 14 | 5 | 6 | ±5 | 12.6 | ±1.8 | ■ |
| 4-Year Degree | 6 | ±1 | 54 | 23 | 18 | 3 | 3 | ±5 | 10.6 | ±1.6 | ■ |
| Graduate/Professional Degree | 9 | ±1 | 45 | 24 | 22 | 5 | 4 | ±5 | 12.3 | ±1.4 | ■ |

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have ever had to separate an employee for conduct or performance (Q90).

NR: Not reportable - cell size less than 30 or low precision.

92. Where did you take this survey?

- a. Home/residence
d. Installation/ship recreation center
g. On a deployed ship
j. TDY or training location (non-deployment)
- b. Worksite
e. Other non-military location (e.g., public library, cyber café)
h. On-board a ship at sea on regular duty
- c. Installation/ship library
f. Deployed location (on land)
i. On-board a ship in port

| Percent Responding | | | Percentages | | | | | | | | | | Max ME |
|-----------------------------|----|----|-------------|----|---|---|---|----|---|---|---|----|--------|
| | | | a | b | c | d | e | f | g | h | i | j | |
| OVERALL AND COMPONENT | | | | | | | | | | | | | |
| Total DoD | 98 | ±1 | 17 | 83 | 3 | 2 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| Army | 98 | ±1 | 16 | 84 | 4 | 2 | 1 | 9 | 0 | 0 | 0 | 2 | ±1 |
| Navy | 98 | ±1 | 18 | 82 | 2 | 1 | 1 | 16 | 0 | 0 | 0 | 1 | ±1 |
| Air Force | 99 | ±1 | 13 | 87 | 3 | 2 | 1 | 5 | 0 | 0 | 0 | 1 | ±1 |
| DoD Agencies and Activities | 97 | ±1 | 23 | 77 | 2 | 1 | 1 | 11 | 0 | 0 | 0 | 1 | ±2 |
| PAY PLAN/GRADE | | | | | | | | | | | | | |
| White Collar Total | 98 | ±1 | 14 | 87 | 2 | 1 | 1 | 9 | 0 | 0 | 0 | 1 | ±1 |
| GS 1 to 4 | 96 | ±2 | 36 | 64 | 2 | 1 | 1 | 10 | 0 | 0 | 0 | 1 | ±5 |
| GS 5 to 8 | 97 | ±1 | 15 | 85 | 3 | 2 | 1 | 8 | 0 | 0 | 0 | 1 | ±2 |
| GS 9 to 12 | 98 | ±1 | 11 | 90 | 3 | 1 | 1 | 9 | 0 | 0 | 0 | 1 | ±1 |
| GS/GM 13 to 15 | 99 | ±1 | 11 | 89 | 2 | 1 | 0 | 9 | 0 | 0 | 0 | 2 | ±2 |
| SES | 98 | ±1 | 20 | 81 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | NR | ±8 |
| Blue Collar Total | 98 | ±1 | 31 | 69 | 4 | 2 | 1 | 14 | 0 | 0 | 0 | 1 | ±2 |
| WG 1 to 5 | 96 | ±3 | 47 | 52 | 3 | 2 | 3 | 14 | 0 | 0 | 0 | 1 | ±6 |
| WG 6 to 9 | 98 | ±1 | 35 | 65 | 4 | 2 | 1 | 14 | 0 | 0 | 0 | 1 | ±3 |
| WG 10 to 15 | 98 | ±1 | 29 | 70 | 4 | 2 | 1 | 13 | 0 | 0 | 0 | 1 | ±3 |
| WS/WL 1 to 19 | 98 | ±1 | 19 | 81 | 4 | 2 | 1 | 14 | 0 | 0 | 0 | 2 | ±3 |
| OCCUPATIONAL GROUPS | | | | | | | | | | | | | |
| Professional | 98 | ±1 | 12 | 89 | 2 | 1 | 1 | 11 | 0 | 0 | 0 | 1 | ±2 |
| Administrative | 98 | ±1 | 12 | 89 | 3 | 1 | 1 | 8 | 0 | 0 | 0 | 1 | ±1 |
| Technical | 98 | ±1 | 15 | 86 | 3 | 2 | 1 | 9 | 0 | 0 | 0 | 1 | ±2 |
| Clerical | 97 | ±2 | 19 | 82 | 2 | 2 | 1 | 8 | 0 | 0 | 0 | 1 | ±3 |
| Other White Collar | 97 | ±2 | 33 | 69 | 4 | 3 | 1 | 11 | 0 | 0 | 0 | 1 | ±4 |
| Blue Collar | 98 | ±1 | 30 | 70 | 4 | 2 | 1 | 14 | 0 | 0 | 0 | 1 | ±2 |
| Scientists | 98 | ±2 | 11 | 89 | 2 | 0 | 0 | 13 | 0 | 0 | 0 | 1 | ±3 |
| Engineers | 99 | ±1 | 8 | 92 | 2 | 1 | 1 | 13 | 0 | 0 | 0 | 2 | ±2 |
| SUPERVISOR/MANAGER | | | | | | | | | | | | | |
| Supervisor | 98 | ±1 | 14 | 86 | 3 | 2 | 1 | 9 | 0 | 0 | 0 | 2 | ±2 |
| Manager | 98 | ±1 | 14 | 86 | 3 | 2 | 1 | 8 | 0 | 0 | 0 | 1 | ±2 |
| Wage Leader | 99 | ±1 | 22 | 78 | 6 | 4 | 1 | 17 | 1 | 1 | 0 | 1 | ±4 |
| Wage Supervisor | 98 | ±2 | 20 | 81 | 3 | 1 | 1 | 11 | 1 | 0 | 1 | 2 | ±4 |
| All Others | 98 | ±1 | 18 | 82 | 3 | 1 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| SCHEDULE/LOCATION | | | | | | | | | | | | | |
| Full-Time | 98 | ±1 | 16 | 84 | 3 | 2 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| Other Than Full-Time | 95 | ±3 | 49 | 53 | 3 | 2 | 3 | 11 | 2 | 2 | 2 | 2 | ±7 |
| CONUS | 98 | ±1 | 17 | 84 | 3 | 2 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| OCONUS | 97 | ±2 | 23 | 77 | 4 | 2 | 1 | 16 | 1 | 0 | 0 | 1 | ±3 |
| TYPE OF APPOINTMENT | | | | | | | | | | | | | |
| Permanent | 98 | ±1 | 16 | 84 | 3 | 1 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| Non-Permanent | 96 | ±2 | 39 | 63 | 3 | 3 | 2 | 11 | 1 | 1 | 1 | 2 | ±5 |
| BARGAINING UNIT | | | | | | | | | | | | | |
| Not in Bargaining Unit | 98 | ±1 | 16 | 85 | 3 | 1 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| In Bargaining Unit | 98 | ±1 | 20 | 81 | 3 | 2 | 1 | 11 | 0 | 0 | 0 | 1 | ±1 |

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

92. Where did you take this survey?

| Percent Responding | | | Percentages | | | | | | | | | | Max ME |
|------------------------------|----|----|-------------|----|---|---|---|----|---|---|---|---|--------|
| | | | a | b | c | d | e | f | g | h | i | j | |
| DISABILITY | | | | | | | | | | | | | |
| No Disability | 98 | ±1 | 17 | 84 | 2 | 1 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| Disability | 98 | ±1 | 21 | 80 | 4 | 2 | 1 | 10 | 0 | 0 | 0 | 1 | ±2 |
| Targeted Disability | 98 | ±1 | 23 | 77 | 5 | 3 | 2 | 12 | 0 | 0 | 0 | 1 | ±3 |
| Other Disability | 99 | ±1 | 20 | 81 | 4 | 2 | 1 | 10 | 0 | 0 | 0 | 1 | ±2 |
| VETERAN/PREFERENCE | | | | | | | | | | | | | |
| Non-Veteran | 98 | ±1 | 15 | 85 | 2 | 1 | 1 | 12 | 0 | 0 | 0 | 1 | ±1 |
| Veteran | 98 | ±1 | 21 | 80 | 4 | 2 | 1 | 9 | 0 | 0 | 0 | 1 | ±1 |
| 10 Point 30% | 98 | ±1 | 24 | 76 | 5 | 3 | 1 | 6 | 0 | 0 | 0 | 1 | ±3 |
| 10 Point Non-30% | 98 | ±1 | 22 | 79 | 4 | 3 | 1 | 7 | 0 | 0 | 0 | 1 | ±3 |
| 5 Point | 98 | ±1 | 20 | 80 | 4 | 2 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| No Preference | 98 | ±1 | 19 | 82 | 2 | 1 | 0 | 6 | 0 | 0 | 0 | 2 | ±3 |
| RETIREMENT PLAN | | | | | | | | | | | | | |
| CSRS | 98 | ±1 | 13 | 88 | 3 | 2 | 1 | 12 | 0 | 0 | 0 | 1 | ±1 |
| FERS | 98 | ±1 | 19 | 81 | 3 | 1 | 1 | 9 | 0 | 0 | 0 | 1 | ±1 |
| Other Plan | 95 | ±3 | 38 | 64 | 4 | 2 | 3 | 10 | 2 | 2 | 2 | 3 | ±6 |
| RETIREMENT ELIGIBILITY | | | | | | | | | | | | | |
| Not Eligible | 98 | ±1 | 18 | 83 | 2 | 1 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| Optional Eligible | 98 | ±1 | 18 | 82 | 3 | 2 | 1 | 11 | 0 | 0 | 0 | 1 | ±1 |
| Discontinued Service | 98 | ±1 | 16 | 85 | 3 | 1 | 0 | 11 | 0 | 0 | 0 | 1 | ±2 |
| LENGTH OF SERVICE | | | | | | | | | | | | | |
| 6 Months to 4 Years | 97 | ±1 | 26 | 74 | 2 | 1 | 1 | 9 | 1 | 0 | 1 | 2 | ±2 |
| 5 to 10 Years | 98 | ±1 | 23 | 77 | 2 | 1 | 1 | 8 | 0 | 0 | 0 | 1 | ±3 |
| 11 to 20 Years | 98 | ±1 | 16 | 84 | 2 | 1 | 1 | 11 | 0 | 0 | 0 | 1 | ±1 |
| 21 to 30 Years | 98 | ±1 | 14 | 86 | 3 | 2 | 1 | 11 | 0 | 0 | 0 | 1 | ±1 |
| More Than 30 Years | 99 | ±1 | 14 | 86 | 3 | 2 | 1 | 10 | 0 | 0 | 0 | 1 | ±2 |
| AGE | | | | | | | | | | | | | |
| 30 Years Old or Less | 96 | ±2 | 20 | 81 | 2 | 1 | 2 | 10 | 1 | 1 | 1 | 2 | ±3 |
| 31 to 40 Years Old | 97 | ±1 | 20 | 80 | 2 | 1 | 1 | 9 | 0 | 0 | 0 | 1 | ±2 |
| 41 to 50 Years Old | 98 | ±1 | 16 | 84 | 3 | 1 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| 51 to 60 Years Old | 99 | ±1 | 17 | 84 | 3 | 2 | 1 | 11 | 0 | 0 | 0 | 1 | ±1 |
| More Than 60 Years Old | 98 | ±1 | 17 | 83 | 4 | 3 | 1 | 12 | 0 | 0 | 0 | 0 | ±3 |
| GENDER | | | | | | | | | | | | | |
| Male | 98 | ±1 | 19 | 82 | 3 | 2 | 1 | 11 | 0 | 0 | 0 | 1 | ±1 |
| Female | 98 | ±1 | 15 | 85 | 2 | 1 | 1 | 8 | 0 | 0 | 0 | 1 | ±1 |
| RACE/ETHNICITY | | | | | | | | | | | | | |
| Non-Hispanic White | 98 | ±1 | 16 | 84 | 2 | 1 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| Total Minority | 97 | ±1 | 20 | 81 | 4 | 2 | 1 | 11 | 0 | 0 | 0 | 1 | ±2 |
| Non-Hispanic Black | 96 | ±1 | 18 | 82 | 4 | 2 | 1 | 7 | 0 | 0 | 0 | 1 | ±2 |
| Hispanic | 98 | ±1 | 20 | 80 | 5 | 2 | 1 | 14 | 0 | 0 | 0 | 1 | ±3 |
| Non-Hispanic API | 96 | ±2 | 23 | 78 | 3 | 3 | 2 | 16 | 0 | 1 | 0 | 1 | ±3 |
| EDUCATION | | | | | | | | | | | | | |
| No College | 97 | ±1 | 25 | 76 | 3 | 2 | 1 | 12 | 0 | 0 | 0 | 1 | ±2 |
| Some College | 98 | ±1 | 19 | 81 | 3 | 2 | 1 | 10 | 0 | 0 | 0 | 1 | ±1 |
| 4-Year Degree | 98 | ±1 | 13 | 87 | 2 | 1 | 1 | 10 | 0 | 0 | 0 | 2 | ±2 |
| Graduate/Professional Degree | 98 | ±1 | 12 | 88 | 2 | 1 | 1 | 9 | 0 | 0 | 0 | 2 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

93. Which of the following computers did you use to take the survey?

- a. Government computer
d. Installation/ship recreation center

- b. Privately-owned computer
e. Other

- c. Public computer (e.g., library or café)

| | Percent Responding | | Percentages | | | | | Max ME |
|-----------------------------|--------------------|----|-------------|----|---|---|---|--------|
| | | | a | b | c | d | e | |
| OVERALL AND COMPONENT | | | | | | | | |
| Total DoD | 100 | ±0 | 82 | 17 | 0 | 1 | 1 | ±1 |
| Army | 100 | ±0 | 82 | 16 | 0 | 1 | 1 | ±1 |
| Navy | 100 | ±0 | 81 | 18 | 0 | 1 | 1 | ±1 |
| Air Force | 100 | ±0 | 86 | 13 | 0 | 1 | 1 | ±1 |
| DoD Agencies and Activities | 100 | ±0 | 76 | 22 | 0 | 1 | 1 | ±2 |
| PAY PLAN/GRADE | | | | | | | | |
| White Collar Total | 100 | ±0 | 85 | 13 | 0 | 1 | 1 | ±1 |
| GS 1 to 4 | 100 | ±0 | 61 | 35 | 1 | 1 | 1 | ±5 |
| GS 5 to 8 | 100 | ±0 | 82 | 15 | 0 | 1 | 1 | ±2 |
| GS 9 to 12 | 100 | ±0 | 89 | 10 | 0 | 1 | 1 | ±1 |
| GS/GM 13 to 15 | 100 | ±0 | 89 | 10 | 0 | 1 | 0 | ±1 |
| SES | 100 | ±0 | 82 | 16 | 0 | 0 | 1 | ±8 |
| Blue Collar Total | 100 | ±0 | 68 | 30 | 1 | 2 | 2 | ±2 |
| WG 1 to 5 | 100 | ±0 | 51 | 45 | 2 | 1 | 3 | ±6 |
| WG 6 to 9 | 100 | ±0 | 63 | 34 | 1 | 1 | 2 | ±3 |
| WG 10 to 15 | 100 | ±0 | 69 | 29 | 1 | 2 | 1 | ±3 |
| WS/WL 1 to 19 | 100 | ±0 | 80 | 19 | 0 | 2 | 1 | ±3 |
| OCCUPATIONAL GROUPS | | | | | | | | |
| Professional | 100 | ±0 | 88 | 11 | 0 | 0 | 0 | ±2 |
| Administrative | 100 | ±0 | 88 | 11 | 0 | 1 | 0 | ±1 |
| Technical | 100 | ±0 | 84 | 14 | 0 | 1 | 1 | ±2 |
| Clerical | 100 | ±0 | 79 | 18 | 0 | 1 | 1 | ±3 |
| Other White Collar | 100 | ±0 | 66 | 31 | 0 | 2 | 2 | ±4 |
| Blue Collar | 100 | ±0 | 68 | 30 | 1 | 2 | 2 | ±2 |
| Scientists | 100 | ±0 | 88 | 10 | 0 | 0 | 1 | ±3 |
| Engineers | 100 | ±0 | 92 | 7 | 0 | 1 | 1 | ±1 |
| SUPERVISOR/MANAGER | | | | | | | | |
| Supervisor | 100 | ±0 | 85 | 14 | 0 | 1 | 0 | ±2 |
| Manager | 100 | ±0 | 86 | 13 | 0 | 1 | 1 | ±2 |
| Wage Leader | 100 | ±0 | 78 | 23 | 0 | 3 | 1 | ±4 |
| Wage Supervisor | 100 | ±0 | 80 | 19 | 0 | 2 | 1 | ±4 |
| All Others | 100 | ±0 | 81 | 17 | 0 | 1 | 1 | ±1 |
| SCHEDULE/LOCATION | | | | | | | | |
| Full-Time | 100 | ±0 | 83 | 16 | 0 | 1 | 1 | ±1 |
| Other Than Full-Time | 100 | ±0 | 48 | 46 | 1 | 0 | 2 | ±7 |
| CONUS | 100 | ±0 | 82 | 16 | 0 | 1 | 1 | ±1 |
| OCONUS | 100 | ±0 | 75 | 22 | 0 | 1 | 1 | ±3 |
| TYPE OF APPOINTMENT | | | | | | | | |
| Permanent | 100 | ±0 | 83 | 16 | 0 | 1 | 1 | ±1 |
| Non-Permanent | 100 | ±0 | 60 | 36 | 1 | 1 | 2 | ±5 |
| BARGAINING UNIT | | | | | | | | |
| Not in Bargaining Unit | 100 | ±0 | 84 | 15 | 0 | 1 | 1 | ±1 |
| In Bargaining Unit | 100 | ±0 | 79 | 19 | 0 | 1 | 1 | ±1 |
















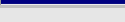







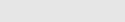




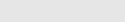



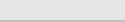

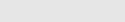


Note. Percent responding are Civilian employees who answered the question.

93. Which of the following computers did you use to take the survey?

| Percent Responding | | | Percentages | | | | | Max ME |
|------------------------------|-----|----|-------------|----|---|---|---|--------|
| | | | a | b | c | d | e | |
| DISABILITY | | | | | | | | |
| No Disability | 100 | ±0 | 82 | 16 | 0 | 1 | 1 | ±1 |
| Disability | 100 | ±0 | 79 | 20 | 1 | 2 | 1 | ±2 |
| Targeted Disability | 100 | ±0 | 75 | 22 | 1 | 2 | 2 | ±3 |
| Other Disability | 100 | ±0 | 80 | 19 | 0 | 2 | 1 | ±2 |
| VETERAN/PREFERENCE | | | | | | | | |
| Non-Veteran | 100 | ±0 | 84 | 14 | 0 | 1 | 1 | ±1 |
| Veteran | 100 | ±0 | 79 | 20 | 0 | 2 | 1 | ±1 |
| 10 Point 30% | 100 | ±0 | 75 | 23 | 1 | 2 | 2 | ±3 |
| 10 Point Non-30% | 100 | ±0 | 78 | 20 | 0 | 2 | 1 | ±3 |
| 5 Point | 100 | ±0 | 79 | 20 | 0 | 2 | 1 | ±2 |
| No Preference | 100 | ±0 | 81 | 18 | 0 | 1 | 1 | ±3 |
| RETIREMENT PLAN | | | | | | | | |
| CSRS | 100 | ±0 | 87 | 12 | 0 | 1 | 1 | ±1 |
| FERS | 100 | ±0 | 80 | 18 | 0 | 1 | 1 | ±1 |
| Other Plan | 100 | ±0 | 59 | 35 | 1 | 0 | 1 | ±6 |
| RETIREMENT ELIGIBILITY | | | | | | | | |
| Not Eligible | 100 | ±0 | 81 | 17 | 0 | 1 | 1 | ±1 |
| Optional Eligible | 100 | ±0 | 81 | 17 | 0 | 2 | 1 | ±1 |
| Discontinued Service | 100 | ±0 | 84 | 15 | 0 | 1 | 1 | ±2 |
| LENGTH OF SERVICE | | | | | | | | |
| 6 Months to 4 Years | 100 | ±0 | 72 | 25 | 1 | 1 | 1 | ±2 |
| 5 to 10 Years | 100 | ±0 | 76 | 22 | 1 | 1 | 1 | ±3 |
| 11 to 20 Years | 100 | ±0 | 83 | 15 | 0 | 1 | 1 | ±1 |
| 21 to 30 Years | 100 | ±0 | 85 | 13 | 0 | 1 | 1 | ±1 |
| More Than 30 Years | 100 | ±0 | 85 | 14 | 0 | 2 | 1 | ±2 |
| AGE | | | | | | | | |
| 30 Years Old or Less | 100 | ±0 | 78 | 19 | 1 | 0 | 1 | ±3 |
| 31 to 40 Years Old | 100 | ±0 | 78 | 19 | 0 | 0 | 1 | ±2 |
| 41 to 50 Years Old | 100 | ±0 | 83 | 16 | 0 | 1 | 1 | ±1 |
| 51 to 60 Years Old | 100 | ±0 | 83 | 16 | 0 | 1 | 1 | ±1 |
| More Than 60 Years Old | 100 | ±0 | 82 | 16 | 0 | 2 | 2 | ±3 |
| GENDER | | | | | | | | |
| Male | 100 | ±0 | 81 | 18 | 0 | 1 | 1 | ±1 |
| Female | 100 | ±0 | 83 | 15 | 0 | 1 | 1 | ±2 |
| RACE/ETHNICITY | | | | | | | | |
| Non-Hispanic White | 100 | ±0 | 83 | 16 | 0 | 1 | 1 | ±1 |
| Total Minority | 100 | ±0 | 79 | 18 | 1 | 2 | 1 | ±2 |
| Non-Hispanic Black | 100 | ±0 | 80 | 17 | 1 | 2 | 1 | ±2 |
| Hispanic | 100 | ±0 | 79 | 19 | 0 | 2 | 1 | ±3 |
| Non-Hispanic API | 100 | ±0 | 75 | 21 | 1 | 2 | 1 | ±3 |
| EDUCATION | | | | | | | | |
| No College | 100 | ±0 | 74 | 24 | 0 | 2 | 1 | ±2 |
| Some College | 100 | ±0 | 79 | 19 | 0 | 1 | 1 | ±1 |
| 4-Year Degree | 100 | ±0 | 86 | 12 | 0 | 1 | 0 | ±2 |
| Graduate/Professional Degree | 100 | ±0 | 88 | 11 | 0 | 1 | 1 | ±2 |

Note. Percent responding are Civilian employees who answered the question.

94. Was a government computer available to take the survey?

| | Percent Responding | | Percentages | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|--------|---|
| | | | Yes | | |
| OVERALL AND COMPONENT | | | | | |
| Total DoD | 15 | ±1 | 78 | ±2 |  |
| Army | 14 | ±1 | 78 | ±4 |  |
| Navy | 16 | ±1 | 79 | ±3 |  |
| Air Force | 11 | ±1 | 85 | ±4 |  |
| DoD Agencies and Activities | 20 | ±2 | 74 | ±5 |  |
| PAY PLAN/GRADE | | | | | |
| White Collar Total | 12 | ±1 | 82 | ±3 |  |
| GS 1 to 4 | 32 | ±4 | 60 | ±8 |  |
| GS 5 to 8 | 13 | ±2 | 80 | ±5 |  |
| GS 9 to 12 | 9 | ±1 | 91 | ±3 |  |
| GS/GM 13 to 15 | 8 | ±1 | 95 | ±3 |  |
| SES | 14 | ±8 | 95 | ±4 |  |
| Blue Collar Total | 28 | ±2 | 73 | ±3 |  |
| WG 1 to 5 | 42 | ±6 | 65 | ±9 |  |
| WG 6 to 9 | 32 | ±3 | 69 | ±6 |  |
| WG 10 to 15 | 27 | ±3 | 76 | ±4 |  |
| WS/WL 1 to 19 | 16 | ±3 | 84 | ±7 |  |
| OCCUPATIONAL GROUPS | | | | | |
| Professional | 9 | ±1 | 89 | ±5 |  |
| Administrative | 10 | ±1 | 88 | ±6 |  |
| Technical | 13 | ±2 | 81 | ±5 |  |
| Clerical | 17 | ±3 | 64 | ±8 |  |
| Other White Collar | 29 | ±4 | 79 | ±6 |  |
| Blue Collar | 27 | ±2 | 73 | ±3 |  |
| Scientists | 9 | ±3 | 84 | ±13 |  |
| Engineers | 6 | ±1 | 90 | ±5 |  |
| SUPERVISOR/MANAGER | | | | | |
| Supervisor | 11 | ±2 | 91 | ±4 |  |
| Manager | 12 | ±2 | 92 | ±5 |  |
| Wage Leader | 20 | ±4 | 78 | ±9 |  |
| Wage Supervisor | 16 | ±3 | 80 | ±9 |  |
| All Others | 16 | ±1 | 76 | ±3 |  |
| SCHEDULE/LOCATION | | | | | |
| Full-Time | 14 | ±1 | 81 | ±2 |  |
| Other Than Full-Time | 42 | ±7 | 54 | ±11 |  |
| CONUS | 15 | ±1 | 79 | ±2 |  |
| OCONUS | 21 | ±3 | 76 | ±6 |  |
| TYPE OF APPOINTMENT | | | | | |
| Permanent | 14 | ±1 | 81 | ±2 |  |
| Non-Permanent | 34 | ±5 | 62 | ±10 |  |
| BARGAINING UNIT | | | | | |
| Not in Bargaining Unit | 13 | ±1 | 81 | ±3 |  |
| In Bargaining Unit | 17 | ±1 | 76 | ±3 |  |

Note. Percent responding are Civilian employees who answered the question and who did not use a government computer to take the survey (Q93a).

94. Was a government computer available to take the survey?

| | Percent Responding | | Percentages | Max ME | Percentage Reporting Yes |
|------------------------------|--------------------|----|-------------|--------|--------------------------|
| | | | Yes | | |
| DISABILITY | | | | | |
| No Disability | 15 | ±1 | 78 | ±3 | <div></div> |
| Disability | 17 | ±2 | 79 | ±4 | <div></div> |
| Targeted Disability | 21 | ±3 | 79 | ±6 | <div></div> |
| Other Disability | 16 | ±2 | 79 | ±5 | <div></div> |
| VETERAN/PREFERENCE | | | | | |
| Non-Veteran | 13 | ±1 | 77 | ±4 | <div></div> |
| Veteran | 18 | ±1 | 80 | ±2 | <div></div> |
| 10 Point 30% | 20 | ±3 | 79 | ±5 | <div></div> |
| 10 Point Non-30% | 18 | ±3 | 82 | ±6 | <div></div> |
| 5 Point | 18 | ±1 | 80 | ±3 | <div></div> |
| No Preference | 16 | ±3 | 80 | ±7 | <div></div> |
| RETIREMENT PLAN | | | | | |
| CSRS | 11 | ±1 | 82 | ±3 | <div></div> |
| FERS | 17 | ±1 | 79 | ±2 | <div></div> |
| Other Plan | 32 | ±6 | 60 | ±12 | <div></div> |
| RETIREMENT ELIGIBILITY | | | | | |
| Not Eligible | 15 | ±1 | 77 | ±3 | <div></div> |
| Optional Eligible | 16 | ±1 | 80 | ±3 | <div></div> |
| Discontinued Service | 13 | ±2 | 82 | ±4 | <div></div> |
| LENGTH OF SERVICE | | | | | |
| 6 Months to 4 Years | 24 | ±2 | 69 | ±6 | <div></div> |
| 5 to 10 Years | 20 | ±2 | 76 | ±6 | <div></div> |
| 11 to 20 Years | 14 | ±1 | 82 | ±3 | <div></div> |
| 21 to 30 Years | 12 | ±1 | 82 | ±3 | <div></div> |
| More Than 30 Years | 12 | ±2 | 87 | ±4 | <div></div> |
| AGE | | | | | |
| 30 Years Old or Less | 18 | ±3 | 64 | ±9 | <div></div> |
| 31 to 40 Years Old | 18 | ±2 | 78 | ±5 | <div></div> |
| 41 to 50 Years Old | 14 | ±1 | 78 | ±3 | <div></div> |
| 51 to 60 Years Old | 14 | ±1 | 83 | ±3 | <div></div> |
| More Than 60 Years Old | 14 | ±3 | 83 | ±6 | <div></div> |
| GENDER | | | | | |
| Male | 16 | ±1 | 80 | ±2 | <div></div> |
| Female | 13 | ±1 | 75 | ±5 | <div></div> |
| RACE/ETHNICITY | | | | | |
| Non-Hispanic White | 15 | ±1 | 80 | ±3 | <div></div> |
| Total Minority | 16 | ±2 | 76 | ±4 | <div></div> |
| Non-Hispanic Black | 15 | ±2 | 76 | ±6 | <div></div> |
| Hispanic | 17 | ±3 | 77 | ±9 | <div></div> |
| Non-Hispanic API | 19 | ±3 | 76 | ±7 | <div></div> |
| EDUCATION | | | | | |
| No College | 22 | ±2 | 74 | ±5 | <div></div> |
| Some College | 17 | ±1 | 76 | ±3 | <div></div> |
| 4-Year Degree | 11 | ±2 | 83 | ±6 | <div></div> |
| Graduate/Professional Degree | 10 | ±2 | 94 | ±3 | <div></div> |

Note. Percent responding are Civilian employees who answered the question and who did not use a government computer to take the survey (Q93a).

Survey Instrument



Welcome to the DMDC Survey Operations Center Web Site

This site hosted by:
DATA RECOGNITION
DRC
CORPORATION

Please enter your Ticket Number to access your survey, and then click the Continue button.

Continue

[Security Protection Advisory](#)

DoDSurvey.net is maintained by Data Recognition Corporation, Maple Grove, MN.

October 2003 Status of Forces Survey of DoD Civilians

[RCS#DD-P&R\(AR\)2145](#)

[Exp. 05/23/05](#)

Welcome!

Thank you for your participation. You have been selected to take a survey on your attitudes and perceptions of personnel policies. When you click the Continue button below, you will be asked to:

- Read the Privacy Act Statement if you choose.
- Answer some questions giving us your attitudes and opinions about military life.

Thank you, again, for your time and participation.

Continue

[Frequently Asked Questions / How to Contact Us](#)

PRIVACY ACT STATEMENT FOR STATUS OF FORCES SURVEYS

In accordance with the Privacy Act, this notice informs you of the purpose of the Status of Forces Surveys and how the findings of these surveys will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Sections 136, 1782, and 2358.

PRINCIPAL PURPOSE: Information collected in this survey will be used to report attitudes and perceptions about personnel programs and policies. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individuals.

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by persons engaged in, and for purposes of, the survey research.

SECURITY PROTECTION ADVISORY

WEB SITE PRIVACY: The Department of Defense and Data Recognition Corporation will collect no personal information about you when you visit this Web site unless you choose to provide it yourself. If you supply us with personal information, it will be treated as confidential.

In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the Web. For more information about your privacy rights, please read the Privacy Act Notice at the start of the survey.

This Web site does gather and store certain data from your visit. This non-personal information makes the site helpful to you by recognizing the types of technology you use. The data collected appear below:

1. Your Internet host or domain (for example, "youragency.mil" if you connect from a military domain; "yourschool.edu" if you connect from a university's domain; or "yourcompany.com" if you use a private Internet access account). Other examples of domains are compuserve.com and aol.com.
2. Your Internet Protocol (IP) address (for example, www.compuserve.com, www.aol.com, 122.3.55.34). Depending on your Internet service provider, IP addresses may identify your computer; in other cases, they identify no more than your Internet service provider (such as AOL or Earthlink). This is stored for troubleshooting technical problems.
3. The type and version of the browser and operating system you use to access our site.
4. The date and time you access this site.
5. The pages you visit.

None of this information will be revealed publicly or used to identify you.

ABOUT THIS QUESTIONNAIRE

What is the Status of Forces Survey (SOFS) Program?

- SOFS is a Department of Defense (DoD) personnel survey program that features short, Web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness.
- These surveys enable the DoD on a regular basis to quickly and accurately gauge the attitudes and opinions of the entire DoD community – active duty or Reserve component members and spouses, and DoD civilian employees – on the full range of personnel issues.

Why should I participate?

- This is your chance to be heard on issues that directly affect you.
- Some examples of topics include: quality of life, retention, retirement, and satisfaction.
- Your answers on a survey make a difference. For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and retention programs.

How do I participate?

- To participate, you are asked to (1) read the Privacy Act Statement if you choose, (2) verify contact information, and (3) provide us e-mail address(es) so we can notify you when the survey is ready. We would appreciate your doing this step now. To participate now, click the Continue Now button.

How did you pick me?

- We use well-established, scientific procedures to select a sample that represents the Defense community.
- This sampling procedure sets up clusters of people based on combinations of demographic characteristics (e.g., Service, rank, etc.).
- You were selected at random from one of these clusters of people.

Why am I being asked to use the Web?

- Web administration enables us to get survey results to senior Defense leaders faster.

Why are you using a .net instead of a .mil domain to field your survey?

- When the SOFS program was established, a .net domain was chosen for two reasons.
 1. The SOFS operations contractor, Data Recognition Corp., consolidates both Web and paper survey data for DoD and it is more efficient for the Government to collect it at their single site.
 2. This makes it as easy as possible for everyone to access the survey, even from a non-government computer.

Do I have to take the survey in one sitting?

- No, it is not necessary to complete the survey in one sitting. Just click the "Save and Return Later" button and the work you completed will be saved.
- When you return to the survey, merely enter your Ticket Number again. Entering your Ticket Number will bring you to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- The Defense Manpower Data Center (DMDC) traditionally reports not only overall results, but also results by race/ethnicity, paygrade, etc.
- To complete these analyses, we must ask respondents for this type of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel (e.g., enlisted/officer, males/females) so that no groups are overlooked.
- Sensitive questions are sometimes also asked about topics like personal finances. Such information will be used to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

Will my answers be kept private?

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579).
- Only group statistics will be reported. Individual data will not be reported.

Will I ever see the results of the survey?

- This survey's briefings and reports will be posted on the following Website:
<http://www.dmdc.osd.mil/surveys/>
- When you complete a survey, you can request to be notified by e-mail when results are posted on the Web.

What is DMDC?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in DoD. It also conducts Joint-Service surveys and operates the Status of Forces Survey Program for the DoD. To learn more, visit the DMDC web site:
<http://www.dmdc.osd.mil/>

How do I know this is an official, approved DoD survey?

- In accordance with DoD Directive 8910.1, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for the SOFS is DD-P&R(AR)2145, expiring 05/23/05.

What is ADSurvey@osd.pentagon.mil?

- The official e-mail address for communicating with active duty members about Status of Forces Surveys. The name is short for Active-Duty Survey.

How to Contact Us

- If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- Call 1-800-881-5307
Or
- E-mail us using the following link: ADSurvey@osd.pentagon.mil
Or
- Send us a fax at 1-763-268-3011

1. **For which Department of Defense (DoD) component did you work on October 14, 2003?**

- ☒ Department of the Army
☒ Department of the Navy
☒ Department of the Air Force
☒ DoD Agency or Activity
☒ None, you were retired or had left

2. **[Ask if Q1 = "Department of the Navy"] Do you work for the Navy or Marine Corps?**

- ☒ Navy
☒ Marine Corps

BACKGROUND INFORMATION

3. **Are you...?**

- ☒ a permanent employee
☒ a non-permanent employee

4. **What is your current pay plan? *Mark only one answer.***

- ☒ GS/GM
☒ WG
☒ WL
☒ WS
☒ SES
☒ Other

5. **[Ask if Q4 = "GS/GM"] Please select your current paygrade.**

6. **[Ask if Q4 = "WG"] Please select your current paygrade.**

7. **[Ask if Q4 = "WS" OR Q4 = "WL"] Please select your current paygrade.**

8. **[Ask if Q4 = "Other"] Please select your current career group/pay plan/pay category.**

9. **[Ask if Q8 = "Other"] Please specify your current career path/pay plan.**

10. **[Ask if Q4 = "Other"] Please select your current pay band level/paygrade.**

11. **Please enter the four-digit code for your current job series - for example "3502" for Laborer or "0301" for Admin and Program Staff.**

12. **Are you...?**

- ☒ Male
☒ Female

13. **Are you Spanish/Hispanic/Latino?**

- ☒ No, not Spanish/Hispanic/Latino
☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

14. **What is your race? *Mark one or more races to indicate what you consider yourself to be.***

- ☒ White
☒ Black or African American
☒ American Indian or Alaska Native
☒ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
☒ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)

15. **In total, how many years of service have you completed with the Federal government?**

16. **In total, how many years of service have you completed with the Department of Defense?**

17. **On your last birthday, how old were you?**

18. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☐ 12 years or less of school (no diploma)
- ☐ High school graduate-high school diploma or equivalent (e.g., GED)
- ☐ Some college credit, but less than 1 year
- ☐ 1 or more years of college, no degree
- ☐ Associate's degree (e.g., AA, AS)
- ☐ Bachelor's degree (e.g., BA, AB, BS)
- ☐ Master's degree (e.g., MA/MS/MEng/MBA/MSW)
- ☐ Doctoral or professional degree (e.g., PhD/MD/JD/DVM)

19. What is your retirement plan?

- ☐ Civil Service Retirement System (CSRS)
- ☐ Federal Employee Retirement System (FERS)
- ☐ Other

20. [Ask if Q19 = "Other"] Please specify other retirement plan below.

Please read the definitions carefully. When you see these words later in the survey you can click on the word to recall the definition.

In the survey, the term "optional eligible" includes persons who can retire under either FERS (if born before 1948) or CSRS if they are 1) 55-59 years of age and who have at least 30 years of credible service, or 2) 60-61 years of age and who have 20 years of credible service, or 3) 62 years of age or older and have at least 5 years of credible service. Under FERS law only, federal personnel born after 1948 can retire if they meet the Minimum Age Requirements and have 10 or more years of credible service. Hazardous duty employees (i.e., fire fighters, law enforcers) can retire voluntarily at age 50 with 20 years of credible FERS or CSRS service.

The term "discontinued service eligible" includes persons who can retire under either FERS or CSRS if they are 1) 50-54 years of age and who have at least 20 years of credible service, or 2) 55-59 years of age and who have between 20-29 years of credible service, or 3) 49 years of age or less and have at least 25 years of credible service.

21. Which of the following best describes your retirement eligibility?

- ☐ Not eligible
- ☐ Optional eligible
- ☐ Discontinued service eligible

Please use the following definitions in responding to the below item.

In this survey:

Targeted disability are disabilities "targeted" for emphasis in affirmative action planning and includes deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorder, mental retardation, mental illness, and genetic or physical condition affecting limbs and/or spine.

Other disability includes disabilities that are not readily apparent, such as asthma, arthritis, chronic fatigue syndrome, epilepsy, kidney disease, diabetes, cancer, chronic depression, learning disabilities, and mild mental retardation.

22. Which of the following best describes your disability status?

- ☐ No disability
- ☐ Targeted disability
- ☐ Other disability

23. What is your veteran status?

- ☐ Veteran
- ☐ Non-veteran

24. Are you eligible for a veteran preference?

- ☐ Yes, 10 point, 30-percent compensable
- ☐ Yes, 10 point, not 30-percent compensable
- ☐ Yes, 5 point, non-compensable
- ☐ No

25. What is your bargaining unit status?

- ☐ NOT IN a bargaining unit
- ☐ IN a bargaining unit
- ☐ Don't know

26. [Ask if Q25 = "NOT IN a bargaining unit" OR Q25 = "Don't know"] Are you eligible to join a bargaining unit (union) at work?

- ☐ Yes
- ☐ No
- ☐ Don't know

Please read these definitions carefully. When you see these words later in the survey you can also click on the words to recall these definitions.

In this survey:

"Supervisor" refers to first-line supervisors who do not supervise other supervisors; typically those who are responsible for employees' performance appraisals and approval of leave.

"Manager" refers to those in management positions who typically supervise one or more supervisors.

"Wage Leader (WL)" refers to those who, as a regular and recurring part of their jobs, and on a substantially full-time and continuing basis, lead three or more workers to (a) accomplish trades and labor work or (b) train them in the nonsupervisory work of a trades and laboring occupation.

"Wage Supervisor (WS)" refers to supervisors who, as a regular and recurring part of their jobs, and on a substantially full-time and continuing basis, exercise technical and administrative supervision over subordinate workers in accomplishing trades and labor work.

27. What is your supervisory status?

- ☐ Supervisor
- ☐ Manager
- ☐ Wage Leader (WL)
- ☐ Wage Supervisor (WS)
- ☐ Not a supervisor or manager

For the next questions, CONUS is within the contiguous 48 states including the District of Columbia. OCONUS is outside the contiguous 48 states.

28. Where do you work?

- ☐ CONUS
- ☐ OCONUS

29. [Ask if Q28 = "CONUS" AND Q4 = "GS/GM"] In which locality pay area do you work?

OVERALL SATISFACTION AND RETENTION

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

| | Very dissatisfied | Dissatisfied | Neither satisfied nor dissatisfied | Satisfied | Very satisfied |
|---|--------------------------|--------------------------|------------------------------------|--------------------------|--------------------------|
| a. Your total compensation (i.e., pay, incentive, and bonuses)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. The type of work you do | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Your opportunities for promotion | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. The quality of your coworkers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. The quality of your supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

31. Overall, how satisfied are you with working for your organization?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

32. Suppose that you have to decide whether to continue to work for your organization. If you had to make this decision, how likely is it that you would choose to stay?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

TEMPO, READINESS, AND STRESS

33. Have you ever relocated (i.e., changed geographic locations) as a result of your working for the Federal government?

- ☐ Yes
- ☐ No

34. [Ask if Q33 = "Yes"] How many years has it been since you last relocated for work-related reasons? *To indicate less than 1 year, enter "00".*

35. In the past 12 months, how many days have you had to work longer than your normal duty day (i.e., overtime)? *To indicate none, enter "0".*

36. In the past 12 months, how many days have you been away from your permanent work location overnight because of your work related requirements? *To indicate none, enter "0".*

37. In the past 12 months, have you spent more or less time away from your permanent work location than you expected when you first started working for your organization?

- ☒ Much more than expected
☒ More than expected
☒ Neither more nor less than expected
☒ Less than expected
☒ Much less than expected

38. What impact has time away (or lack thereof) from your permanent work location in the past 12 months had on your career intentions with your organization?

- ☒ Greatly increased your desire to stay
☒ Increased your desire to stay
☒ Neither increased nor decreased your desire to stay
☒ Decreased your desire to stay
☒ Greatly decreased your desire to stay

39. Overall, how well prepared are you to perform your duties in support of your organization's mission?

- ☒ Very well prepared
☒ Well prepared
☒ Neither well nor poorly prepared
☒ Poorly prepared
☒ Very poorly prepared

40. [Ask if Q39 = "Poorly prepared" OR Q39 = "Very poorly prepared"] Please explain why you feel poorly prepared to perform your duties in support of your organization's mission.

41. Overall, how well prepared is your organization to perform its mission?

- ☒ Very well prepared
☒ Well prepared
☒ Neither well nor poorly prepared
☒ Poorly prepared
☒ Very poorly prepared

42. [Ask if (Q41 = "Poorly prepared" OR Q41 = "Very poorly prepared")] Please explain why you feel your organization is poorly prepared to perform its mission.

43. Overall, how would you rate the current level of stress in your work life?

- ☒ Much less than usual
☒ Less than usual
☒ About the same as usual
☒ More than usual
☒ Much more than usual

44. Overall, how would you rate the current level of stress in your personal life?

- ☒ Much less than usual
☒ Less than usual
☒ About the same as usual
☒ More than usual
☒ Much more than usual

45. To what extent have the following created stress in your life in the past 12 months? *For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all."*

| | Very large extent | Large extent | Moderate extent | Small extent | Not at all |
|---------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| a. Deployment | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

| | Very large extent | | | | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Large extent | | | | |
| | Moderate extent | | | | |
| | Small extent | | | | |
| | Not at all | | | | |
| b. Work and career (e.g., hours, coworkers, change, supervisors) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Finances (yours and your family's) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Health (yours and your family's) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Life events (e.g., birth of a child, getting engaged or married, getting divorced, death of a close relative) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Relationship with your spouse or significant other | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Relationship with your children or other family members | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. Crime in your community | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| i. Natural disasters (e.g., fires, floods, storms, earthquakes) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| j. Terrorism, to include the threat of terrorism | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| k. War or hostilities to include the threat of war | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

DETAILED SATISFACTION WITH YOUR ORGANIZATION

46. At the present time, how satisfied are you with each of the following aspects of your organization?

| | Very dissatisfied | | | | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Dissatisfied | | | | |
| | Neither satisfied nor dissatisfied | | | | |
| | Satisfied | | | | |
| | Very satisfied | | | | |
| a. Your organization's mission and goals | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Your organization's performance management system | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Your organization's efficiency and effectiveness levels | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Your organization's system for keeping people informed | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Your organization's culture (work ethics and values) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

| | Very dissatisfied | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Dissatisfied | | | | |
| | Neither satisfied nor dissatisfied | | | | |
| | Satisfied | | | | |
| | Very satisfied | | | | |
| f. Your organization's ability to recruit and retain people with the right skills | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Your organization's application of merit system principles (e.g., recruit, select, and advance on merit and fair and open competition) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. The geographic location of your worksite | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

47. Overall, how satisfied are you with your organization?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

DETAILED JOB SATISFACTION

48. At the present time, how satisfied are you with each of the following aspects of your job?

| | Very Satisfied | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Satisfied | | | | |
| | Neither satisfied nor dissatisfied | | | | |
| | Dissatisfied | | | | |
| | Very dissatisfied | | | | |
| a. The recognition you receive for doing a good job | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Your opportunities for training and development | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Your opportunities for advancement | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Your involvement in decisions that affect your work | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Your workload | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Your physical work environment | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Your social work environment (e.g., relationship with coworkers, team members, supervisor) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

49. Overall, how satisfied are you with your job?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

DETAILED SATISFACTION WITH PAY AND BENEFITS
50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?

| | Does not apply | | | | | |
|---|------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| | Very satisfied | | | | | |
| | Satisfied | | | | | |
| | Neither satisfied nor dissatisfied | | | | | |
| | Dissatisfied | | | | | |
| | Very dissatisfied | | | | | |
| a. Basic pay | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Locality pay..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Special pays (e.g., incentives, bonuses, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Cost of living increases | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Retirement benefits | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Thrift Savings Plan (TSP) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Annual leave | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Sick leave | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Health insurance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Life insurance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Long-term care insurance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

51. Overall, how satisfied are you with your pay and benefits?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

52. How much do you agree or disagree with the following statements about your pay and benefits?

| | Strongly agree | | | | |
|--|----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| | Agree | | | | |
| | Neither agree nor disagree | | | | |
| | Disagree | | | | |
| | Strongly disagree | | | | |
| a. My pay is as good or better than the pay in non-federal organizations for the same type/level of work..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. My benefits are as good or better than the benefits in non-federal organizations for the same type/level of work..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

SATISFACTION WITH QUALITY OF WORK LIFE AND FAMILY PROGRAMS

For a definition, in the following question (item "d") you can click on "Transportation subsidies."

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization? Mark one answer in each row.

| | Not available | | |
|---|--------------------------|--------------------------|--------------------------|
| | No | | |
| | Yes | | |
| a. Telework or telecommuting programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Alternate-work-schedules (e.g., compressed schedule, flexible schedule)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Child care subsidies | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Transportation subsidies | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Employee assistance programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Support groups..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Health and wellness programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Elder care programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

54. [Ask if Q53a = "No"] Are you in your organization's eligible pool to telework or telecommute?

- ☐ Yes
- ☐ No
- ☐ Don't know

55. [Ask if Q53a = "No" AND (Q54 = "No" OR Q54 = "Don't know")] If you wanted to be included in your organization's eligible pool to telework or telecommute, could you?

☐ Yes
☐ No
☐ Don't know

56. [Ask if Q53a = "Yes"] Mark your level of satisfaction with telework or telecommuting programs.

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

57. [Ask if Q53b = "Yes"] Mark your level of satisfaction with alternate-work-schedules.

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

58. [Ask if Q53c = "Yes"] Mark your level of satisfaction with child care subsidies.

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

59. [Ask if Q53d = "Yes"] Mark your level of satisfaction with transportation subsidies.

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

60. [Ask if Q53e = "Yes"] Mark your level of satisfaction with employee assistance programs

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

61. [Ask if Q53f = "Yes"] Mark your level of satisfaction with support groups.

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

62. [Ask if Q53g = "Yes"] Mark your level of satisfaction with health and wellness programs.

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

63. [Ask if Q53h = "Yes"] Mark your level of satisfaction with elder care programs.

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

64. How satisfied are you with each of the following in your organization?

| | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied |
|--|--------------------------|--------------------------|------------------------------------|--------------------------|--------------------------|
| a. Management's support of quality of work life programs such as telework and alternate-work-schedules | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| b. Your supervisor's support of your need to be able to balance work and family issues | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Overall family flexible programs offered by your organization | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

65. How much do you agree or disagree with the following statements about your worksite?

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| a. Physical conditions (i.e., noise level, temperature, lighting, cleanliness) in the workplace allow employees to perform their jobs well..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. People in my workplace are protected from health and safety hazards | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. My worksite/facility is well protected against outside threats to security | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

66. How satisfied are you with the overall quality of your worksite?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

PERSONNEL SERVICES

Please read the definition carefully. When you see the word later in the survey you can also click on the word "personnel services" to recall this definition.

In this survey, the term "personnel services" refers to the advice, guidance and practical assistance Human Resources staff provide to managers, employees and applicants. Services include position classification, recruitment, compensation, training and development, benefits (e.g., health insurance, life insurance, Thrift Savings Plan, workers' compensation, long-term care, and retirement), employee and labor relations (e.g., performance management, conduct, recognition/awards, and appraisals), and processing personnel actions.

For a definition, in the following question (item "e") you can click on "Employee Benefits Information System (EBIS)," "MyPay," or "Resumix."

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?

| | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| a. Availability of personnel services for your work location..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Quality of personnel services for your work location (e.g., timeliness and completeness of response, usefulness of information, and helpfulness of staff) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Availability of personnel services at a centralized location (away from your worksite)..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Quality of personnel services from a centralized location..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Availability of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Quality of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

68. Overall, how satisfied are you with the personnel services you receive?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

STRATEGIC ALIGNMENT AND COMPETENCIES

In the following item, the term **Work Unit** is defined as your immediate work unit headed by your immediate supervisor.

69. How much do you agree or disagree with the following statements about your work unit?

| | Strongly agree | | | | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Agree | | | | |
| | Neither agree nor disagree | | | | |
| | Disagree | | | | |
| | Strongly disagree | | | | |
| a. In my work unit, human resources strategies are targeted to achieve the organization's missions and objectives..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Managers review and evaluate the organization's progress toward meeting its goals and objectives | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Products and services in my work unit are improved based on customer/public input..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. I am kept informed about changes in personnel policies and employee benefits | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. I know how my work relates to the organization's missions and goals | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Information collected on my work unit's performance is used to improve my work unit's performance | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. The workforce has the job-relevant knowledge and skills to accomplish organizational goals | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. The skill level in my work unit has improved in the past year | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| i. My supervisor supports my need to balance work and family issues | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

| | Strongly agree | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Agree | | | | |
| | Neither agree nor disagree | | | | |
| | Disagree | | | | |
| | Strongly disagree | | | | |
| j. My workload is reasonable | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| k. My talents are used well in the workplace | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| l. This is a friendly place to work..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| m. I recommend my organization as a good place to work | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| n. I have sufficient resources (e.g., people, materials, budget, etc.) to get my job done | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| o. My work unit is able to recruit people with the right skills..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| p. Selections for promotions in my work unit are based on merit | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

COMMITMENT AND CAREER INTENT

70. How much do you agree or disagree with the following statements about working for your organization?

| | Strongly agree | | | | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Agree | | | | |
| | Neither agree nor disagree | | | | |
| | Disagree | | | | |
| | Strongly disagree | | | | |
| a. I feel like "part of the family" in my organization..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. My organization has a great deal of personal meaning to me..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. It would be too costly for me to leave my organization in the near future | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. I am afraid of what might happen if I quit my organization without having another job lined up..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Too much of my life would be interrupted if I decided to leave my organization now..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. I feel a strong sense of belonging to my organization | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| g. I feel "emotionally attached" to my organization | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. One of the problems of leaving my organization would be the lack of available alternatives | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

71. Before you retire or resign from the Federal government, how likely is it that you will...?

| | Very likely | Likely | Neither likely nor unlikely | Unlikely | Very unlikely |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| a. Leave your organization to take another job within the DoD | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Leave to take another job in the Federal government outside of DoD | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Leave the Federal government for a private sector job | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Leave the Federal government for a job in state or local government..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

72. In the next 5 years, how likely is it that you will...?

| | Very likely | Likely | Neither likely nor unlikely | Unlikely | Very unlikely |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| a. Leave your organization to take another job within the DoD | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Leave to take another job in the Federal government outside of DoD | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Leave the Federal government for a private sector job | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Retire from Federal service..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

73. In the coming year, do you plan to look for another job?

- ☒ No
- ☒ Yes, I plan to look both inside and outside the Federal government
- ☒ Yes, but only outside the Federal government
- ☒ Yes, but only within the Federal government
- ☒ I have not decided whether to look for another job

74. [Ask if (Q73 = "Yes, I plan to look both inside and outside the Federal government" OR Q73 = "Yes, but only outside the Federal government" OR Q73 = "Yes, but only within the Federal government")] How important is each of the following as a reason for your plans to look for a new job?

| | Very important | Important | Neither important nor unimportant | Unimportant | Very unimportant |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| a. Personal reasons (e.g., location, family desires, commuting time)..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. The work (e.g., use of skills and abilities, ability to work independently, level of stress) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Working relationships (e.g., relationships with coworkers, supervisors, customers)..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Opportunities for advancement/recognition (e.g., training opportunities, performance awards, advancements)..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Better pay | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Job security | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Other | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

In the following question the term "Separation Incentive" refers to a lump-sum amount paid by an agency to an individual to voluntarily separate by retirement, early retirement, or resignation under an approved buyout offer.

75. If you were offered a separation incentive, how likely is it that you would accept one at the present time?

- ☒ Very likely
- ☒ Likely
- ☒ Neither likely nor unlikely
- ☒ Unlikely
- ☒ Very unlikely
- ☒ Not applicable, I would not be eligible for such an incentive

For a definition, in the following question you can click on "optional eligible."

76. [Ask if Q21 = "Not eligible"] Once you become optional eligible for retirement, how long do you plan to continue to work for the Federal government?

- ☒ Less than 1 year
- ☒ 1 to 2 years
- ☒ 3 to 5 years
- ☒ 6 to 9 years
- ☒ 10 or more years
- ☒ I do not plan to stay until eligible for retirement

77. [Ask if Q21 = "Optional eligible" OR Q21 = "Discontinued service eligible"] How long do you plan to continue to work for the Federal government?

- ☒ Less than 1 year
- ☒ 1 to 2 years
- ☒ 3 to 5 years
- ☒ 6 to 9 years
- ☒ 10 or more years

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?

| | Very likely | Likely | Neither likely nor unlikely | Unlikely | Very unlikely |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| a. Joining a military Service such as the Army, Navy, Marine Corps, Air Force, or Coast Guard | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Joining a Reserve component of the military such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Working for the Federal government as a civilian employee | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Attending a four-year college or university | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Attending a trade, technical, vocational, or community college | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Getting a part-time job | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Getting a full-time job | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

PERSONNEL ACTIONS

79. Over the last 2 years, how much of a problem has employee turnover been for your organization?

- ☒ Not a problem
- ☒ Slight Problem
- ☒ Somewhat of a problem
- ☒ Serious problem

80. Has your organization hired any new employees in the last 2 years?

- ☒ Yes
- ☒ No

81. [Ask if Q80 = "Yes"] In the last 2 years at your organization, where did most new hires come from (within the government or outside of the government)?

- ☐ Many more were already government employees
- ☐ More were already government employees
- ☐ About as many were government employees as were not
- ☐ More were not government employees
- ☐ Many more were not government employees

82. [Ask if Q80 = "Yes"] How would you rate the performance of employees hired in the last 2 years at your organization?

- ☐ Much higher than average
- ☐ Higher than average
- ☐ Average
- ☐ Lower than average
- ☐ Much lower than average

83. [Ask if Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)"] In the last 2 years, have you personally hired anyone to work for you?

- ☐ Yes
- ☐ No

84. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] What was the job series of the person you personally hired to work for you? Please answer for the position you filled most recently and for which you had multiple applicants.

85. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] For the position you filled most recently, which of the following types of applicants were referred to you? Mark "Yes" or "No" for each.

| | Yes | No |
|---|--------------------------|--------------------------|
| a. Federal employees from within your organization | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Federal employees from outside your organization, but from within the DoD..... | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Federal employees from outside the DoD..... | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Former Federal employees..... | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Applicants who had never been Federal employees | <input type="checkbox"/> | <input type="checkbox"/> |

86. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] How would you rate the quality of the applicants for this position?

- ☐ Much better than usual
- ☐ Better than usual
- ☐ About the same as usual
- ☐ Worse than usual
- ☐ Much worse than usual

87. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] From which type of applicant did you make your most recent selection? Mark only one answer.

- ☐ Federal employees from within your organization
- ☐ Federal employees from outside your organization, but from within the DoD
- ☐ Federal employees from outside the DoD
- ☐ Former Federal employees
- ☐ Applicants who have never been Federal employees

88. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] How long did it take to fill this position (include all time between request for identification of need to when new hire started work)? To indicate less than 1 month, enter "00". To indicate more than 99 months, enter "99".

89. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] Overall, how satisfied were you with the process used in filling this position?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

90. [Ask if Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)"] Have you ever had to separate an employee for conduct or performance?

- ☐ Yes
- ☐ No

91. [Ask if Q90 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] The last time you had to separate an employee for conduct or performance, how long did it take (include all time between initially informing your superiors of the need to separate the employee and the employee's actual final departure date)? To indicate less than 1 month, enter "00". To indicate more than 99 months, enter "99".

TAKING THE SURVEY

92. Where did you take this survey? Mark "Yes" or "No" for each item.

| | Yes | No |
|---|--------------------------|--------------------------|
| a. Home/residence..... | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Worksite..... | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Installation/ship library | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Installation/ship recreation center | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Other non-military location (e.g., public library, cyber café) | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Deployed location (on land) | <input type="checkbox"/> | <input type="checkbox"/> |
| g. On a deployed ship | <input type="checkbox"/> | <input type="checkbox"/> |
| h. On-board a ship at sea on regular duty..... | <input type="checkbox"/> | <input type="checkbox"/> |
| i. On-board a ship in port | <input type="checkbox"/> | <input type="checkbox"/> |
| j. TDY or training location (non-deployment) | <input type="checkbox"/> | <input type="checkbox"/> |

93. Which of the following computers did you use to take the survey? Mark "Yes" or "No" for each item.

| | Yes | No |
|--|--------------------------|--------------------------|
| a. Government computer | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Privately-owned computer | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Public computer (e.g., library or café) | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Installation/ship recreation center | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Other..... | <input type="checkbox"/> | <input type="checkbox"/> |

94. [Ask if Q93A = "No"] Was a government computer available to take the survey?

☐ Yes

☐ No

95. If you have comments or concerns that you were not able to express in answering this survey, please type them below. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported.

96. Thank you for participating in the October 2003 Status of Forces Survey of DoD Civilians. There are no more questions on this survey. We will provide you with a web address where you can view the results if you fill in your email address. Your address will only be used for this purpose.

| | | | | | | |
|---|-------------|-----------------------|---------------------------------------|------------------------------------|---|--|
| REPORT DOCUMENTATION PAGE | | | | | <i>Form Approved OMB No. 0704-0188</i> | |
| <small>The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (0704-0188), 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.</small> | | | | | | |
| PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS. | | | | | | |
| 1. REPORT DATE (DD-MM-YYYY) | | 2. REPORT TYPE | | | 3. DATES COVERED (From - To) | |
| 4. TITLE AND SUBTITLE | | | | 5a. CONTRACT NUMBER | | |
| | | | | 5b. GRANT NUMBER | | |
| | | | | 5c. PROGRAM ELEMENT NUMBER | | |
| 6. AUTHOR(S) | | | | 5d. PROJECT NUMBER | | |
| | | | | 5e. TASK NUMBER | | |
| | | | | 5f. WORK UNIT NUMBER | | |
| 7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) | | | | | 8. PERFORMING ORGANIZATION REPORT NUMBER | |
| 9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) | | | | | 10. SPONSOR/MONITOR'S ACRONYM(S) | |
| | | | | | 11. SPONSOR/MONITOR'S REPORT NUMBER(S) | |
| 12. DISTRIBUTION/AVAILABILITY STATEMENT | | | | | | |
| 13. SUPPLEMENTARY NOTES | | | | | | |
| 14. ABSTRACT | | | | | | |
| 15. SUBJECT TERMS | | | | | | |
| 16. SECURITY CLASSIFICATION OF: | | | 17. LIMITATION OF ABSTRACT | 18. NUMBER OF PAGES | 19a. NAME OF RESPONSIBLE PERSON | |
| a. REPORT | b. ABSTRACT | c. THIS PAGE | | | 19b. TELEPHONE NUMBER (Include area code) | |

